

Honouring our sisters and brothers

Navigating our way through culture, law and Christlikeness

The Liturgy. Every Service. Every Day.

- ²⁹ “The most important one,” answered Jesus, “is this: ‘Hear, O Israel: The Lord our God, the Lord is one. ³⁰ Love the Lord your God with all your heart and with all your soul and with all your mind and with all your strength.’ ³¹ The second is this: ‘Love your neighbour as yourself.’ There is no commandment greater than these.”

Love is....

- Heseid: Lamentations 3:31-32
- ³¹ For no one is cast off by the Lord forever.
- ³² Though he brings grief, he will show compassion, so great is his unfailing **love**.
- ³³ For he does not willingly bring affliction or grief to anyone.
- *Love that endures beyond any sin or betrayal*

- It is against the law to discriminate against someone because of a protected characteristic

Protected Characteristics

- age.
- disability.
- gender reassignment.
- marriage and civil partnership.
- pregnancy and maternity.
- race.
- religion or belief.
- sex

Gender reassignment.

- The Equality Act 2010 says that you must not be discriminated against because you are transsexual, when your gender identity is different from the gender assigned to you when you were born. For example:
 - a person who was born female decides to spend the rest of his life as a man
- In the Equality Act it is known as gender reassignment. All transsexual people share the common characteristic of gender reassignment.

gender reassignment.

- A difference in treatment may be lawful if:
- an organisation is taking [positive action](#) to encourage or develop transsexuals to participate in a role or activity in which they are under-represented or disadvantaged
- the circumstances fall under one of the exceptions to the Equality Act that allow organisations to provide different treatment or services
- competitive sports: a sports organisation restricts participation because of gender reassignment. For example, the organisers of a women's triathlon event decide to exclude a trans woman. They think her strength gives her an unfair advantage. However, the organisers would need to be able to show this was the only way it could make the event fair for everyone
- a service provider provides single-sex services. If you are accessing a service provided for men-only or women-only, the organisation providing it should treat you according to your acquired gender. In very restricted circumstances it is lawful for an organisation to provide a different service or to refuse the service to someone who is undergoing or has undergone gender reassignment

Marriage and Civil Partnership

- What is marriage and civil partnership discrimination?
- This is when you are treated differently at work because you are married or in a civil partnership.
- What the Equality Act says about marriage and civil partnership discrimination
- The Equality Act says you must not be discriminated against in employment because you are married or in a civil partnership.
- In the Equality Act marriage and civil partnership means someone who is legally married or in a civil partnership. Marriage can either be between a man and a woman, or between partners of the same sex. Civil partnership is between partners of the same sex.
- People do not have this characteristic if they are:
 - single
 - living with someone as a couple neither married nor civil partners
 - engaged to be married but not married
 - divorced or a person whose civil partnership has been dissolved

Marriage and Civil Partnership

- Indirect discrimination happens when an employer has a policy or way of working that puts people who are married or in a civil partnership at a disadvantage.
- Such a policy is only permitted if your employer is able to show that there is a good reason for it and if the implementation of the policy is appropriate and necessary. This is known as [objective justification](#).

Marriage and Civil Partnership

- Circumstances when being treated differently due to marriage or civil partnership is lawful
 - The Equality Act only protects you from discrimination at work because you are married or in a civil partnership.
 - In some specified circumstances an employer can refuse to employ you because you are married or in a civil partnership if the work is for the purposes of an organised religion, for example as a Catholic priest.

Religion or Belief Discrimination

- What is religion or belief discrimination?
- This is when you are treated differently because of your religion or belief, or lack of religion or belief, in one of the [situations covered by the Equality Act](#).
- The treatment could be a one-off action or as a result of a rule or policy. It does not have to be intentional to be unlawful.
- There are some circumstances when being treated differently due to religion or belief is lawful, explained below.
- The Equality Act 2010 says you must not be discriminated against because:
 - you are (or are not) of a particular religion
 - you hold (or do not hold) a particular philosophical belief
 - someone thinks you are of a particular religion or hold a particular belief (this is known as discrimination by perception)
 - you are connected to someone who has a religion or belief (this is known as discrimination by association)
- In the Equality Act religion or belief can mean any religion, for example an organised religion like Christianity, Judaism, Islam or Buddhism, or a smaller religion like Rastafarianism or Paganism, as long as it has a clear structure and belief system.
- The Equality Act also covers non-belief or a lack of religion or belief. For example:
 - the Equality Act protects Christians if they are discriminated against because of their Christian beliefs, it also protects people of other religions and those with no religion if they are discriminated against because of their beliefs

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Religion or Belief Discrimination

- Circumstances when being treated differently due to religion or belief is lawful
- A difference in treatment may be lawful in employment situations if:
- belonging to a particular religion is essential for the job: this is called an [occupational requirement](#). For example: a prison chaplain serving Methodist prisoners may need to be a member of that faith
- an organisation is taking [positive action](#) to encourage or develop a group of people with a religion or belief that is under-represented or disadvantaged in a role or activity
- a faith school appoints some of their teaching staff on the basis of their religion
- an organisation with an ethos based on religion or belief is restricting a job opportunity to people of their religion or belief. For example, a Humanist organisation which promotes Humanist principles and beliefs could specify that their Chief Executive must be a Humanist. However restricting a job opportunity to people of a certain religion or belief is not lawful unless the nature or context of the work demands it

Sexual Orientation Discrimination

- The Equality Act 2010 says you must not be discriminated against because:
- you are heterosexual, gay, lesbian or bisexual
- someone thinks you have a particular sexual orientation (this is known as discrimination by perception)
- you are connected to someone who has a particular sexual orientation (this is known as discrimination by association)
- In the Equality Act, sexual orientation includes how you choose to express your sexual orientation, such as through your appearance or the places you visit.

Sexual Orientation Discrimination

- Circumstances when being treated differently due to sexual orientation is lawful
- A difference in treatment may be lawful if:
 - belonging to a particular sexual orientation is essential for a job. This is called an [occupational requirement](#). For example, an employer wants to recruit an advice worker who has experience of coming out for a young person's LGBT helpline. The employer can specify that applicants must be lesbian or gay
 - an organisation is taking [positive action](#) to encourage or develop gay, lesbian or bisexual people to participate in a role or activity
 - the treatment by an employer or organisation falls within one of the exceptions that permits people to be treated differently based on their sexual orientation. For example, a charity can provide a benefit only to lesbians and gay men in certain circumstances
 - a religious or belief organisation is excluding persons of a particular sexual orientation from its membership or participation in its activities, or its provision of goods, facilities and services. This only applies to organisations whose purpose is to practice, promote or teach a religion or belief, whose sole or main purpose is not commercial. The restrictions they impose must be necessary either to comply with the doctrine of the organisation, or to avoid conflict with the 'strongly held religious convictions' of the

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Jurisdiction

- Which countries is it relevant to?

Great Britain



Scenarios

1. A gay couple in a civil partnership who are committed Christians apply for missionary work in Paris.
2. A Straight couple in a marriage apply to work with the LGBTQ community in Amsterdam.
3. A single Gay / Lesbian person applies for short term outreach to Uganda.
4. A gay couple in a civil partnership apply for long term work in Uganda.
5. A Trans who has become a Christian applies to work in Thailand.