

**Gibraltar**

The equality law in Gibraltar, the Equal Opportunities Act 2006, is different from the legislation in other jurisdictions of the Methodist Church in Britain. Discrimination against those with defined characteristics, known as ‘protected characteristics’ in other jurisdictions but ‘equal opportunities grounds’ in Gibraltar, is unlawful in employment.

However not all discrimination is unlawful in public organisations, such as the Methodist Church. Discrimination on some ‘equal opportunities grounds’ is unlawful when it comes to the provision of:

* Education
* Goods, facilities and services
* Premises
* Sub-letting

Discrimination is unlawful in these fields on the grounds of:

* Race
* Sex
* Maternity or Pregnancy
* Gender reassignment

However, certain exceptions apply. So equality legislation in Gibraltar only applies to the Methodist Church in its role as an employer or in its role in providing services. This does not mean discrimination on equal opportunities grounds should occur in other areas of church life. This training will cover other areas of church life, where discrimination is unlawful in the other jurisdictions of the Methodist Church in Britain. This means that there will be some questions where actions are described as unlawful when they are in fact lawful in Gibraltar. However we would still not wish them to occur.

There are also some aspects of discrimination that are not explicitly covered by the Equal Opportunities Act 2006, even though they are currently unlawful in all other jurisdictions except Jersey and Guernsey.

These are:

* Discrimination by association (though there is draft policy to make this unlawful in Guernsey)
* Discrimination based on perception

Although these types of discrimination are not unlawful in Gibraltar, this does not mean that they should occur within the Methodist Church. As such, they will also be covered by this training. However, please be aware that, because they are not unlawful, there may be differences in how such situations are dealt with in Gibraltar compared to the other jurisdictions.

To view The Equal Opportunities Act 2006, please click [here](https://www.gibraltarlaws.gov.gi/legislations/equal-opportunities-act-2006-369).