

**Wales**

The equality law in Wales, the Equality Act 2010, follows much the same principles as the legislation in other jurisdictions of the Methodist Church in Britain. These means that discrimination against those with defined characteristics, known as ‘protected characteristics’, is unlawful in public organisations, including the Methodist Church, except where certain exceptions apply.

All of the examples of protected characteristics, types of discrimination and exemptions that are mentioned in this training, apply in Wales.

In Wales, there is also the additional characteristic of language. It is unlawful to discriminate on the grounds that someone speaks the Welsh language.

In addition, The Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 outlines the regulations that apply to public authorities in Wales in the fulfilment of their statutory duties. These are different from the regulations that apply to public bodies in England and Scotland. However, the equality legislation as it applies to public organisations, such as the Methodist Church, is the same in all three countries.

To view the Equality Act 2010, please click [here](https://www.legislation.gov.uk/ukpga/2010/15/contents) or, for explanatory notes, click [here](https://www.legislation.gov.uk/ukpga/2010/15/notes/contents).

To view the regulations for public authorities, please click [here](https://www.legislation.gov.uk/wsi/2011/1064/made) or, for explanatory notes, click [here](https://www.equalityhumanrights.com/en/advice-and-guidance/public-sector-equality-duty-wales).