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**B I L L**

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Amend the protected characteristics in the Equality Act 2010 to include a person’s conscientious beliefs about the definition of marriage; and for connected purposes.

**B**E IT ENACTED by the Queen’s most Excellent Majesty, by and with the advice and consent of the Lords Spiritual and Temporal, and Commons, in this present Parliament assembled, and by the authority of the same, as follows:—

**1 Amendments to the Equality Act 2010**

- (1) In section 10 of the Equality Act 2010 (religion or belief), the following shall be added after subsection (3)—

“(4) For the avoidance of doubt the protected characteristic of religion or belief may include beliefs regarding the definition of marriage.” 5

- (2) In section 149 of that Act (public sector equality duty), the following shall be inserted after subsection (9)—

“(10) Compliance with the duties in this section requires ensuring that a belief regarding the definition of marriage is respected and that no person should suffer any detriment in respect of the holding or the reasonable expression of such a belief.” 10

**2 Amendments to the Employment Rights Act 1996**

- (1) The Employment Rights Act 1996 is amended as follows.

- (2) After section 47F (study and training) insert—

**“47G Beliefs about the definition of marriage”** 15

An employee has the right not to be subjected to any detriment by any act, or any deliberate failure to act, by his employer on the ground that the employee believes or expresses a belief regarding the definition of marriage provided that belief is expressed in a reasonable manner.”

- (3) In section 48 (complaints to employment tribunals), at the end of subsection (1) insert “or 47G”. 20

**3 Short title, commencement and extent**

- (1) This Act may be cited as the Equality (Marriage) (Amendment) Act 2013.
- (2) This Act comes into force at the end of the period of 2 months beginning with the day on which it is passed.
- (3) This Act extends to England and Wales.

# Equality (Marriage) (Amendment) Bill

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To amend the protected characteristics in the Equality Act 2010 to include a person's conscientious beliefs about the definition of marriage; and for connected purposes.

*Ordered to be brought in by Mr Edward Leigh,  
Jim Dobbin, Sir Gerald Howarth,  
Fiona Bruce, Jacob Rees-Mogg,  
Mr Julian Brazier, Mrs Mary Glendon,  
Mr David Davis, Jim Shannon,  
Mr Brian Binley, Mr Christopher Chope  
and Mr Andrew Turner.*

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*Ordered, by The House of Commons,  
to be Printed, 29 January 2013.*

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