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Equality and
Human Rights
Commission

Jenny Rathbone MS
Chair, Equality and Social Justice
Committee
Senedd Cymru / Welsh Parliament
Sent via email

Our ref: RathboneJ241003

Thursday 03 October 2024

Dear Chair,

**Subject: Public consultation: Updated Code of Practice for services,
public functions and associations**

This week, we have launched a public consultation on our updated Code of Practice for services, public functions and associations.

The Code of Practice sets out the steps that service providers, public bodies and associations should take to ensure people are not discriminated against. It applies the legal concepts in the Equality Act 2010 to everyday situations, with practical examples to illustrate how the law can be used to protect against discrimination.

Bydd y Comisiwn yn croesawu gohebiaeth yn y Gymraeg a'r Saesneg.

The Commission welcomes correspondence in Welsh or English.

Ff/T: 029 2044 7710

E: correspondence@equalityhumanrights.com

Tŷ'r Cwmnïau (Llawr 1af),
Ffordd y Goron, Caerdydd, CF14 3UZ

Companies House (1st Floor),
Crown Way, Cardiff, CF14 3UZ

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The Code has been updated to incorporate our technical guidance on age discrimination (originally published March 2016) and our single sex services guidance (published April 2022).

The updated Code also reflects significant developments in legislation and case law since it was first published in 2011. These developments include case law relating to the definition of disability and the threshold for a philosophical belief to be protected under the Equality Act 2010.

Our consultation is open to everyone, and we are keen to hear from both organisations and individuals. We particularly want to hear from those who use the Code of Practice on how easy the updated Code is to understand, and whether its interpretation of changes to the law are clearly articulated.

The consultation closes on 3 January 2025. We would welcome the Committee's views on this subject and we'd be grateful if it could be shared through your networks.

Yours sincerely,

Rev Ruth Coombs

Head of Wales

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