



## 9. Awards - Comparisons with Other Jurisdictions

Compensation is a financial remedy awarded to someone who has been discriminated against. The Tribunal will look at the following heads of damage:

1. what the injured person has already lost, and what they might lose or need in the future, (compensation for financial loss) and
2. how much they have suffered (compensation for injury to feelings).

The following table shows the amounts of the awards proposed in the Prevention of Discrimination (Guernsey) Ordinance, 2022 compared with the awards available in Jersey, the Isle of Man and England Scotland and Wales:

For further information see sheets:

10. Amount of Compensation

11. Awards Compensation for Injury to Feelings – Amount of Compensation.



| Compensation                        | England, Wales and Scotland    | Isle of Man   | Jersey   | Guernsey  |
|-------------------------------------|--------------------------------|---------------|--|---|
| Financial Loss – Employment         | Unlimited                      | Up to £56,000 | Up to £10,000 plus awards under employment law                   | Up to 6 months' pay   |
| Financial Loss – Goods and Services | Unlimited                      | Up to £56,000 | Up to £10,000  | Up to £10,000   |
| Injury to Feelings                  | Up to £49,300                  | Up to £5,000  | Up to £5,000   | Up to £10,000   |
| Max. Overall – Employment           | £49,300 plus unlimited damages | £56,000       | £10,000 per head of claim and any award due under employment law | 6 months' pay plus £10,000 for injury to feelings (9 months' pay if joined with another complaint e.g., unfair dismissal, Sex Discrimination Ordinance.) For joined complaints – overall maximum not per head of complaint. Award for victimisation may be made above this maximum. |
| Max. Overall – Goods and Services   | £49,300 plus unlimited damages | £56,000       | £10,000 per head of claim  | £20,000   |

Photo credit: Chris George

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The draft Prevention of Discrimination Ordinance (Guernsey) 2022 can be found on the States of Guernsey website:

[www.gov.gg/article/190813/The-Prevention-of-Discrimination-Guernsey-Ordinance-2022](http://www.gov.gg/article/190813/The-Prevention-of-Discrimination-Guernsey-Ordinance-2022)

**For more information on Discrimination Legislation and FAQ's**

visit [www.disabilityalliance.org.gg](http://www.disabilityalliance.org.gg)

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