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## **Civil Partnership Act – Impact on Employment**

It's well known now that under the Civil Partnership Act, same sex couples can register as civil partners and enjoy employment, social security and tax benefits previously only available to married couples.

From an Employment law prospective, civil partners will benefit from protection from discrimination in employment similar to that enjoyed by spouses.

For example, the Sex Discrimination Act is amended so that protection from discrimination on the grounds that a person is married will be extended to include those having concluded a civil partnership.

ACAS has published advice on how employers can adjust their systems and processes to ensure that civil partners receive the benefits to which they are entitled. It can be found at:

[www.acas.org.uk/index.aspx?articleid=1003](http://www.acas.org.uk/index.aspx?articleid=1003).

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