



# Fair Employment (Northern Ireland) Act 1976

## 1976 CHAPTER 25

### PART II

#### EQUALITY OF OPPORTUNITY

##### *General*

### **3 Meaning of " equality of opportunity "**

- (1) In this Act " equality of opportunity " means equality of opportunity between persons of different religious beliefs.
- (2) For the purposes of this Act a person of any religious belief has equality of opportunity with a person of any other religious belief if, being—
  - (a) a person who is seeking employment or in employment, or
  - (b) a person who is seeking to become engaged in, or is engaged in, any occupation,he has in any circumstances the same opportunity of a kind mentioned in subsection (3) as that other person has or would have in those circumstances, due allowance being made for any material difference in their suitability.
- (3) The kinds of opportunity referred to in subsection (2) are—
  - (a) in relation to an employment, the opportunity to be considered, and to be submitted for consideration, for the employment, and to have and hold it on any terms, with access to all benefits connected with it and without being subjected to any detriment; and
  - (b) in relation to an employment or an occupation.—
    - (i) the opportunity to become, and be, on any terms a member of any vocational organisation which exists for purposes of the employment or the occupation (or for purposes of employments or occupations of any class which includes the employment or occupation), with access

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*Status: This is the original version (as it was originally enacted). This item of legislation is currently only available in its original format.*

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to all the benefits of membership and without being subjected to any detriment, and

- (ii) where services in connection with training for the employment are provided by a person other than the employer, or where services in connection with training for the occupation are provided by any person, the opportunity to have those services on any terms, with access to all benefits connected with them, and
- (iii) the opportunity to have conferred on him, and to hold, on any terms any qualification which is needed for, or facilitates, his engagement in the employment or the occupation.

#### **4 The Fair Employment Appeals Board**

- (1) There shall be a body named the Fair Employment Appeals Board (" the Appeals Board "), consisting of a chairman and two other members all appointed by the head of the Department, which shall have the functions of hearing and determining the appeals which are authorised by this Part to be made to the Appeals Board.
- (2) At least one of the members of the Appeals Board shall be a barrister or solicitor of not less than seven years' standing.
- (3) Schedule 2 shall have effect with respect to the Appeals Board and its affairs.