



Disability Discrimination Act 1995

1995 CHAPTER 50

PART II

EMPLOYMENT

Discrimination by employers

7 Exemption for small businesses

- (1) Nothing in this Part applies in relation to an employer who has fewer than 20 employees.
- (2) The Secretary of State may by order amend subsection (1) by substituting a different number (not greater than 20) for the number for the time being specified there.
- (3) In this section—
 - “anniversary” means the anniversary of the coming into force of this section; and
 - “review” means a review of the effect of this section.
- (4) Before making any order under subsection (2), the Secretary of State shall conduct a review.
- (5) Unless he has already begun or completed a review under subsection (4), the Secretary of State shall begin to conduct a review immediately after the fourth anniversary.
- (6) Any review shall be completed within nine months.
- (7) In conducting any review, the Secretary of State shall consult—
 - (a) such organisations representing the interests of employers as he considers appropriate; and
 - (b) such organisations representing the interests of disabled persons in employment or seeking employment as he considers appropriate.

Status: This is the original version (as it was originally enacted).

- (8) If, on completing a review, the Secretary of State decides to make an order under subsection (2), he shall make such an order to come into force not later than one year after the commencement of the review.
- (9) If, on completing a review, the Secretary of State decides not to make such an order, he shall not later than one year after the commencement of the review lay before Parliament a report—
- (a) summarising the results of the review; and
 - (b) giving the reasons for his decision.
- (10) Any report made by the Secretary of State under subsection (9) shall include a summary of the views expressed to him in his consultations.