Equality Act 2010

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Changes to legislation: Equality Act 2010 is up to date with all changes known to be in force on or before 07 February 2020. There are changes that may be brought into force at a future date. Changes that have been made appear in the content and are referenced with annotations. (See end of Document for details) View outstanding changes

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Benefits dependent on marital status, etc.

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Preliminary

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5 (1) This paragraph applies if the Tribunal finds that the...

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6 (1) This paragraph applies in relation to the Welsh Tribunal....

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6D (1) Every local authority in Wales must—

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6E (1) If the Welsh Ministers are satisfied (whether on a...
Equality Act 2010 (c. 15)

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Introductory

7 This Part of this Schedule applies in relation to the...

Jurisdiction

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2 (1) In relation to the exercise of immigration and nationality...

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Other educational bodies
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National Health Service
A Health Board constituted under section 2 of the National...

Local government
A council constituted under section 2 of the Local Government...

Other educational bodies
An education authority in Scotland (within the meaning of section...

Police and Fire
The Scottish Police Authority. The chief constable of the Police...

Other bodies and offices added on 6th April 2011
Accounts Commission for Scotland. Audit Scotland. Board of Trustees of...

Other bodies and offices added on 5th March 2012
Children's Hearings Scotland. The National Convener of Children's
Hearings Scotland....

Other bodies added on 1st April 2015
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SCHEDULE 21 — Reasonable adjustments: supplementary

Preliminary

1 This Schedule applies for the purposes of Schedules 2, 4,...

Binding obligations, etc.

2 (1) This paragraph applies if— (a) a binding obligation requires...

Landlord's consent

3 (1) This paragraph applies if— (a) A occupies premises under...

Proceedings before county court or sheriff

4 (1) This paragraph applies if, in a case within Part...

Joining landlord as party to proceedings

5 (1) This paragraph applies to proceedings relating to a contravention...

Regulations

6 (1) Regulations may make provision as to circumstances in which...

Interpretation

7 An expression used in this Schedule and in Schedule 2,...

SCHEDULE 22 — Statutory provisions

Statutory authority

1 (1) A person (P) does not contravene a provision specified...

Protection of women

2 (1) A person (P) does not contravene a specified provision...

Educational appointments, etc: religious belief

3 (1) A person does not contravene Part 5 (work) only...

4 A person does not contravene this Act only by doing...
Crown employment, etc.

5 (1) A person does not contravene this Act—

SCHEDULE 23 — General exceptions

Acts authorised by statute or the executive

1 (1) This paragraph applies to anything done—

Organisations relating to religion or belief

2 (1) This paragraph applies to an organisation the purpose of...

Communal accommodation

3 (1) A person does not contravene this Act, so far...

Training provided to non-EEA residents, etc.

4 (1) A person (A) does not contravene this Act, so...

SCHEDULE 24 — Harmonisation: exceptions
Part 1 (public sector duty regarding socio-economic inequalities)
Chapter 2...

SCHEDULE 25 — Information society services

Service providers

1 (1) This paragraph applies where a person concerned with the...
2 (1) This paragraph applies where an information society service provider...

Exceptions for mere conduits

3 (1) An information society service provider does not contravene this...

Exception for caching

4 (1) This paragraph applies where an information society service consists...

Exception for hosting

5 (1) An information society service provider does not contravene this...

Monitoring obligations

6 An injunction or interdict under Part 1 of the Equality...

Interpretation

7 (1) This paragraph applies for the purposes of this Schedule....

SCHEDULE 26 — Amendments
Part 1 — ACTS OF PARLIAMENT
Disabled Persons (Employment) Act 1944
1. In section 15 of the Disabled Persons (Employment) Act 1944...

Teaching Council (Scotland) Act 1965
2. In section 1(3) of the Teaching Council (Scotland) Act 1965...

Employment and Training Act 1973
3. In section 12(1) of the Employment and Training Act 1973...

Estate Agents Act 1979
4. The Estate Agents Act 1979 is amended as follows.
5. In section 5(3) (supplementary provisions about prohibition and warning orders)—...
6. (1) Schedule 1 (provisions supplementary to section 3(1)) is amended...

Civic Government (Scotland) Act 1982
7. (1) Section 20 of the Civic Government (Scotland) Act 1982...

Housing (Scotland) Act 1987
8. In section 338(1) of the Housing (Scotland) Act 1987 (interpretation)...

Local Government Act 1988
14. In section 8 (exemption for discrimination in favour of lone)... 15. (1) Section 12... (Sikhs: requirements as to...
16. In section 28 (orders etc.), omit subsections (2), (3) and...
17. In section 29(1) (interpretation), omit the definition of “the 1975...

Local Government and Housing Act 1989
18. In section 7(2) of the Local Government and Housing Act...

Enterprise and New Towns (Scotland) Act 1990
19. The Enterprise and New Towns (Scotland) Act 1990 is amended...
20. In section 2(4)(a) (functions in relation to training for employment)... 21. In section 16(2) (courses of training etc.: duty to give)... 22. For section 17 (encouragement of women, members of minority racial...

Further and Higher Education Act 1992
23. In section 62(7B) of the Further and Higher Education Act...
Changes to legislation: Equality Act 2010 is up to date with all changes known to be in force on or before 07 February 2020. There are changes that may be brought into force at a future date. Changes that have been made appear in the content and are referenced with annotations. (See end of Document for details) View outstanding changes

**Trade Union and Labour Relations (Consolidation) Act 1992**
24 (1) Schedule A2 to the Trade Union and Labour Relations...

**Trade Union Reform and Employment Rights Act 1993**
25 In section 39(2) of the Trade Union Reform and Employment...
26 In Schedule 6 (compromise contracts) omit paragraphs 1 and 2....

**Employment Tribunals Act 1996**
27 The Employment Tribunals Act 1996 is amended as follows,
28 In section 5(2)(c) (remuneration, fees and allowances) for “2A(1)(b) of... 
29 In section 7(3)(h) (employment tribunal procedure regulations) for “2A(1)(b) of... 
30 In section 12(1) (restriction of publicity in disability cases) for... 
31 In section 18(1) (tribunal proceedings to which conciliation provisions apply)—...
32 In section 21(1) (Jurisdiction of appeal tribunal)—

**Employment Rights Act 1996**
33 (1) Section 126 of the Employment Rights Act 1996 (acts...

**Housing Grants, Construction and Regeneration Act 1996**
34 In section 126 of the Housing Grants, Construction and Regeneration...

**Education Act 1996**
35 The Education Act 1996 is amended as follows.
36 (1) Section 317 of the Education Act 1996 (duties of...
37 In section 336(4A) (tribunal procedure) for “claim under Chapter 1...
38 In section 509AC(5)(interpretation etc), in the definition of “disabled person”,...
39 Omit section 583(5) (commencement etc: transitory provision relating to the...
40 In Schedule 35B (meaning of eligible child etc), paragraph 15(4),...
41 In Schedule 35C (school travel schemes), paragraph 14, in the...
42 (1) In Schedule 36A (education functions of local authorities) the...

**Teaching and Higher Education Act 1998**
43 In section 1(4) of the Teaching and Higher Education Act...

**School Standards and Framework Act 1998**
44 The School Standards and Framework Act 1998 is amended as...
45 In Schedule 5, in paragraph 6 (adjudicators, procedure) for subparagraphs...
46 (1) In Schedule 6, Part 5 (procedures for making transitional...
47 (1) In Schedule 7, in Part 6 (transitional exemption orders,...

**Transport Act 2000**
48 In section 112(2) of the Transport Act 2000 (plans and...
Employment Act 2002

49 (1) Schedule 5 to the Employment Act 2002 (tribunal jurisdiction)...

Income Tax (Earnings and Pensions) Act 2003

50 The Income Tax (Earnings and Pensions) Act 2003 is amended...
51 In section 439(4) (chargeable events) after “within the meaning of”...
52 In section 477(5) (chargeable events) after “within the meaning of”...

Communications Act 2003

53 The Communications Act 2003 is amended as follows.
54 In section 27(5) (training and equality of opportunity)—
55 In section 337(9) (promotion of equal opportunities and training)—
56 In Schedule 12, in paragraph 23(6) (obligations of the Welsh...

Finance Act 2004

57 The Finance Act 2004 is amended as follows.
58 In section 172A(5)(db) (surrender of pension benefits etc) for—
59 In paragraphs 11D(2A) and (2B)(b), 12(2C)(d) and 14(3A) and (3D) (a)...

Serious Organised Crime and Police Act 2005

60 Section 56 of the Serious Organised Crime and Police Act...

Equality Act 2006

61 The Equality Act 2006 is amended as follows.
62 (1) Section 8 (equality and diversity) is amended as follows....
63 In section 10(2) (meaning of group) for paragraph (d) substitute—...
64 For section 11(3)(c) (interpretation) substitute— (c) a reference to the...
65 (1) Section 14 (codes of practice) is amended as follows....
66 In section 16(4) (inquiries: matters which the Commission may consider...
67 In section 21(2)(b) (unlawful act notice: specification of legislative provision)...
68 After section 24 insert— Enforcement powers: supplemental (1) This section has effect in relation to—
69 Omit section 25 (restraint of unlawful advertising etc.).
70 Omit section 26 (supplemental).
71 (1) Section 27 (conciliation) is amended as follows.
72 (1) Section 28 (legal assistance) is amended as follows.
73 For section 31(1) (duties in respect of which Commission may...
74 (1) Section 32 (public sector duties: compliance notice) is amended...
75 Omit section 33 (equality and human rights enactments).
76 (1) Section 34 (meaning of unlawful) is amended as follows....
77 (1) Section 35 (general: definitions) is amended as follows.
78 In section 39(4) (orders subject to affirmative resolution procedure) for...
79 Omit section 43 (transitional: rented housing in Scotland).
80 Omit Part 2 (discrimination on grounds of religion or belief)....
81 Omit section 81 (regulations).
82 Omit Part 4 (public functions).
83 In section 94(3) (extent: Northern Ireland)— (a) omit “and 41...
84 (1) Schedule 1 (the Commission: constitution, etc.) is amended as...
85 In Schedule 3 (consequential amendments), omit paragraphs 6 to 35...

*Immigration, Asylum and Nationality Act 2006*

86 In section 23(1)(a) of the Immigration Asylum and Nationality Act...

*Childcare Act 2006*

87 The Childcare Act 2006 is amended as follows.
88 In section 6(6) (duty to secure sufficient childcare for working...
89 In section 12(8) (duty to provide information, advice and assistance)...  
90 In section 22(6) (duty to secure sufficient childcare for working...
91 In section 27(8) (duty to provide information, advice and assistance...

*Education and Inspections Act 2006*

92 The Education and Inspections Act 2006 is amended as follows....
93 In section 21(5) (proposals under section 19: procedure) for “section...
94 In section 91(7) (enforcement of disciplinary penalties) for “Disability Discrimination...

*Finance Act 2007*

95 In paragraph 7(7) of Schedule 18 to the Finance Act...

*UK Borders Act 2007*

96 In section 48(2)(f) of the UK Borders Act 2007 (recommendations...

*Regulatory Enforcement and Sanctions Act 2008*

97 The Regulatory Enforcement and Sanctions Act 2008 is amended as...
98 Insert after section 38(2) (meaning of “relevant offence”)—
99 In Schedule 3 (enactments specified for the purposes of the...

*Apprenticeships, Skills, Children and Learning Act 2009*

100 In section 218(3)(b) of the Apprenticeships, Skills, Children and Learning...

Part 2 — ACTS OF THE SCOTTISH PARLIAMENT

*Education (Disability Strategies and Pupils' Educational Records)(Scotland) Act 2002*

101 In section 6 of the Education (Disability Strategies and Pupils'...

*Freedom of Information (Scotland) Act 2002*

102 The Freedom of Information (Scotland) Act 2002 is amended as...
103 In section 11(5) (means of providing information) for “provider of...
104 In section 12(6) (excessive cost of compliance) for “Disability Discrimination...

*Dog Fouling (Scotland) Act 2003*

105 In section 16 of the Dog Fouling (Scotland) Act 2003...
Education (Additional Support for Learning) (Scotland) Act 2004

106 Paragraph 3(1)(e) of schedule 2 to the Education (Additional Support...

Housing (Scotland) Act 2006

106A In section 194(1) of the Housing (Scotland) Act 2006 (interpretation),....

Education (Additional Support for Learning) (Scotland) Act 2009

107 In section 9 of the Education (Additional Support for Learning)...

SCHEDULE 27 — Repeals and revocations

   Part 1 — REPEALS

   PART 1A — REPEALS RELATING TO THE COMMENCEMENT OF THE
   PUBLIC SECTOR EQUALITY DUTY ON 5TH APRIL 2011

   Part 2 — REVOCATIONS

   PART 3 — REVOCATIONS RELATING TO THE COMMENCEMENT OF
   THE PUBLIC SECTOR EQUALITY DUTY ON 5TH APRIL
   2011

SCHEDULE 28 — Index of defined expressions
Changes to legislation:
Equality Act 2010 is up to date with all changes known to be in force on or before 07 February 2020. There are changes that may be brought into force at a future date. Changes that have been made appear in the content and are referenced with annotations.

View outstanding changes

Changes and effects yet to be applied to:

- Pt. 5 restricted by 2018 asp 4 s. 11(2)
- s. 80(7) repealed by S.I. 2014/3229 Sch. 5 para. 19(3)
- s. 104(7) words repealed by 2010 c. 15 s. 105(1)(2) (This repeal comes into force at the end of 2030 unless an order under s. 105(2) specifies a later time)
- s. 104(8)(b) repealed by S.I. 2018/1310 Sch. 1 Pt. 1 (This S.I. is amended by S.I. 2019/1389, reg. 2)
- s. 106(5)(b) repealed by S.I. 2018/1310 Sch. 1 Pt. 1 (This S.I. is amended by S.I. 2019/1389, reg. 2)
- s. 116(1)(b) words substituted by 2018 anaw 2 Sch. 1 para. 19(2)
- s. 118(1) word substituted by S.I. 2019/469 Sch. 1 para. 17(2)
- s. 123(1) word substituted by S.I. 2019/469 Sch. 1 para. 17(3)
- s. 129(3) word substituted by S.I. 2019/469 Sch. 1 para. 17(4)
- s. 136(6)(e) words substituted by 2018 anaw 2 Sch. 1 para. 19(3)
- s. 138(8) words substituted by 2013 c. 22 Sch. 9 para. 52
- s. 140A omitted by S.I. 2019/469 Sch. 1 para. 17(5)
- s. 140AA(1)(a) omitted by S.I. 2019/305 reg. 5(2)(a)
- s. 140AA(1)(b) words substituted by 2018 anaw 2 Sch. 1 para. 19(2)
- s. 140AA(1)(d) substituted by S.I. 2019/305 reg. 5(2)(c)
- s. 140AA(1)(f) substituted by S.I. 2019/305 reg. 5(2)(d)
- s. 155(2) words substituted by S.I. 2019/560 reg. 3(2)(a)
- s. 155(3) words substituted by S.I. 2019/560 reg. 3(2)(b)
- s. 158 excluded by 2018 asp 4 s. 11(1)
- s. 159 excluded by 2018 asp 4 s. 11(1)
- s. 162(4) omitted by S.I. 2019/305 reg. 5(3)
- s. 203 omitted by S.I. 2019/305 reg. 5(4)
- s. 204 omitted by S.I. 2019/305 reg. 5(5)
- s. 208(5)(b) omitted by S.I. 2019/305 reg. 5(6)
- Sch. 3 para. 15A(5)(d) and word omitted by S.I. 2019/305 reg. 5(7)(a)(iii)(dd)
- Sch. 3 para. 15A(5)(b) word inserted by S.I. 2019/305 reg. 5(7)(a)(iii)(bb)
- Sch. 3 para. 17(5)(b) word inserted by S.I. 2019/305 reg. 5(7)(b)(ii)(bb)
- Sch. 3 para. 3 word substituted by S.I. 2019/305 reg. 5(7)(a)(i)
- Sch. 3 para. 15A(4)(b) words substituted by S.I. 2019/305 reg. 5(7)(a)(ii)
- Sch. 3 para. 15A(5) words substituted by S.I. 2019/305 reg. 5(7)(a)(ii)(aa)
- Sch. 3 para. 15A(5)(c) words substituted by S.I. 2019/305 reg. 5(7)(a)(ii)(cc)
- Sch. 3 para. 17(2) words substituted by S.I. 2019/305 reg. 5(7)(b)(i)
- Sch. 3 para. 17(5) words substituted by S.I. 2019/305 reg. 5(7)(b)(ii)(aa)
- Sch. 3 para. 17(5)(c) words substituted by S.I. 2019/305 reg. 5(7)(b)(ii)(cc)
- Sch. 17 para. 3(b) omitted by 2018 anaw 2 Sch. 1 para. 19(5)(c)(ii)
- Sch. 17 para. 3A(3) omitted by 2018 anaw 2 Sch. 1 para. 19(5)(d)(ii)
- Sch. 17 para. 6A substituted by 2018 anaw 2 Sch. 1 para. 19(5)(g)
- Sch. 17 para. 1 word substituted by 2018 anaw 2 Sch. 1 para. 19(5)(a)(i)
- Sch. 17 para. 3 words inserted by 2018 anaw 2 Sch. 1 para. 19(5)(a)(ii)
- Sch. 17 para. 3A(4) word substituted by 2018 anaw 2 Sch. 1 para. 19(5)(d)(iii)
- Sch. 17 para. 3A(4) word substituted by 2018 anaw 2 Sch. 1 para. 19(5)(d)(iii)
- Sch. 17 para. 6(2)(a) words omitted by 2018 anaw 2 Sch. 1 para. 19(5)(c)(ii)
- Sch. 17 para. 6(7) words substituted by 2018 anaw 2 Sch. 1 para. 19(5)(c)(ii)
- Sch. 17 para. 3 heading words omitted by 2018 anaw 2 Sch. 1 para. 19(5)(b)
- Sch. 18 para. 2(2)(b) words substituted by S.I. 2019/305 reg. 5(8)
- Sch. 19 Pt. 1 words inserted by 2015 c. 2 Sch. 3 para. 17
– Sch. 19 Pt. 1 words inserted by 2020 c. 1 Sch. 2 para. 21
– Sch. 20 para. 12(5) words substituted by 2013 c. 22 Sch. 9 para. 52
– Sch. 23 para. 4(5)(a) omitted by S.I. 2019/305 reg. 5(9)(c)
– Sch. 23 para. 4(2) words substituted by S.I. 2019/305 reg. 5(9)(b)
– Sch. 23 para. 4 heading word omitted by S.I. 2019/305 reg. 5(9)(a)
– Sch. 24 omitted by S.I. 2019/305 reg. 5(4)
– Sch. 26 para. 36 omitted by 2018 anaw 2 Sch. 1 para. 6(o)
– Sch. 26 para. 37 omitted by 2018 anaw 2 Sch. 1 para. 6(o)

Changes and effects yet to be applied to the whole Act associated Parts and Chapters:
Whole provisions yet to be inserted into this Act (including any effects on those provisions):
– s. 140B(1) words omitted by S.I. 2019/469 Sch. 1 para. 17(6)
– s. 209(3)(e) inserted by 2018 anaw 2 Sch. 1 para. 19(4)
– Sch. 3 para. 17(4)(d) and word omitted by S.I. 2019/305 reg. 5(7)(b)(iii)(dd)
– Sch. 17 para. 6AA and cross-heading inserted by 2018 anaw 2 Sch. 1 para. 19(5)(f)
– Sch. 17 para. 6F inserted by 2018 anaw 2 Sch. 1 para. 19(5)(h)
– Sch. 17 para. 3A(1)(a)(b) substituted for words by 2018 anaw 2 Sch. 1 para. 19(5)(d)(i)