Equality Act 2010

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4 A person (P) does not contravene section 91(1) or (2)...

Institutions with a religious ethos

5 (1) The responsible body of an institution which is designated...

   Benefits dependent on marital status, etc.

6 A person does not contravene section 91, so far as...

Child care

7 (1) A person does not contravene section 91(2)(b) or (d),...

SCHEDULE 13 — Education: reasonable adjustments
Preliminary

1. This Schedule applies where a duty to make reasonable adjustments...

The duty for schools

2. (1) This paragraph applies where A is the responsible body...

The duty for further or higher education institutions

3. (1) This paragraph applies where A is the responsible body...
4. (1) An interested disabled person is a disabled person who,...

The duty relating to certain other further or higher education courses

5. (1) This paragraph applies where A is the responsible body...

The duty relating to recreational or training facilities

6. (1) This paragraph applies where A is the responsible body...

Code of practice

7. In deciding whether it is reasonable for A to have...

Confidentiality requests

8. (1) This paragraph applies if a person has made a...

The duty for general qualifications bodies

9. (1) This paragraph applies where A is a qualifications body...

SCHEDULE 14 — Educational charities and endowments

Educational charities

1. (1) This paragraph applies to a trust deed or other...

Educational endowments

2. (1) This paragraph applies to an educational endowment—

SCHEDULE 15 — Associations: reasonable adjustments

Preliminary

1. This Schedule applies where a duty to make reasonable adjustments...

The duty

2. (1) A must comply with the first, second and third...

SCHEDULE 16 — Associations: exceptions

Single characteristic associations

1. (1) An association does not contravene section 101(1) by restricting...
Age

1A (1) An association does not contravene section 101(1) or (2),...

Health and safety

2 (1) An association (A) does not discriminate against a pregnant...

SCHEDULE 17 — Disabled pupils: enforcement
Part 1 — Introductory
1 In this Schedule— “the Tribunal” means— in relation to a...
   Part 2 — Tribunals in England and Wales

Introductory

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

Jurisdiction — England and Wales

3 A claim that a responsible body has contravened Chapter 1...

Jurisdiction — Wales

3A (1) A claim that a responsible body for a school...

Time for bringing proceedings

4 (1) Proceedings on a claim may not be brought after...

Powers

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

Procedure

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

Case friends — Wales

6A (1) The Welsh Ministers may by regulations provide for—

Advice and information — Wales

6B (1) A local authority in Wales must arrange for any...

Resolution of disputes — Wales

6C (1) A local authority in Wales must make arrangements with...

Independent advocacy services — Wales

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

Power of direction — Wales

6E (1) If the Welsh Ministers are satisfied (whether on a...
Introductory

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

Jurisdiction

8  A claim that a responsible body has contravened Chapter 1...

Powers

9  (1) This paragraph applies if the Tribunal finds the contravention...

Procedure etc.

10 (1) The Scottish Ministers may make rules as to—

Appeals

11 (1) Either of the persons specified in sub-paragraph (2) may...

Amendment of Education (Additional Support for Learning) (Scotland) Act 2004

12 The Education (Additional Support for Learning) (Scotland) Act 2004

Part 4 — Admissions and Exclusions

Admissions

13 (1) This paragraph applies if appeal arrangements have been made...

Exclusions: Wales

14 (1) This paragraph applies if appeal arrangements have been made...

SCHEDULE 18 — Public sector equality duty: exceptions

Children

1 (1) Section 149, so far as relating to age, does...

Immigration

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

Judicial functions, etc.

3 (1) Section 149 does not apply to the exercise of—...

Exceptions that are specific to section 149(2)

4 (1) Section 149(2) (application of section 149(1) to persons who...

Power to amend Schedule

5 (1) A Minister of the Crown may by order amend...

SCHEDULE 19 — Public authorities

Part 1 — Public authorities: general
Ministers of the Crown and government departments

Armed forces

Broadcasting

Citizens’ rights

Civil liberties

Court services and legal services

Criminal justice

Environment, housing and development

Health, social care and social security

Industry, business, finance etc.

Local government

Other educational bodies

Parliamentary and devolved bodies

Police

Regulators
Transport

Part 2 — PUBLIC AUTHORITIES: RELEVANT WELSH AUTHORITIES

Welsh Assembly Government, etc.
The Welsh Ministers. The First Minister for Wales. The Counsel...

National Health Service
A Local Health Board established under section 11 of the...

Local government
A county council or county borough council in Wales. ....

Other educational bodies
The governing body of an educational establishment maintained by a...

Other public authorities
The Welsh Revenue Authority or Awdurdod Cyllid Cymru. The Auditor...

Part 3 — PUBLIC AUTHORITIES: RELEVANT SCOTTISH AUTHORITIES

Scottish Administration
An office-holder in the Scottish Administration (within the meaning given...

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....
Historic Environment Scotland. An integration joint board established by order...

ILF Scotland.

PART 4 — PUBLIC AUTHORITIES: CROSS-BORDER AUTHORITIES

Cross-border Welsh authorities

The Environment Agency – D The Natural Resources Body for...

SCHEDULE 20 —

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**

9 Part 2 of the Local Government Act 1988 (public supply...
10 In section 17 (local and other public authority contracts: exclusion...
11 Omit section 18 (exceptions to section 17 relating to race...
12 In section 19 (provisions supplementary to or consequential on section...

**Employment Act 1989**

13 The Employment Act 1989 is amended as follows.
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...

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)...
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...

**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)...
Changes to legislation:
Equality Act 2010 is up to date with all changes known to be in force on or before 01 May 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. 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)(h) 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. 15A(2) words 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)(iii)(cc)
- Sch. 3 para. 17(2) words substituted by S.I. 2019/305 reg. 5(7)(b)(i)
- Sch. 3 para. 17(4)(b) words substituted by S.I. 2019/305 reg. 5(7)(b)(ii)
- Sch. 3 para. 17(5) words substituted by S.I. 2019/305 reg. 5(7)(b)(iii)(aa)
- Sch. 3 para. 17(5)(c) words substituted by S.I. 2019/305 reg. 5(7)(b)(iii)(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)(ii)
- Sch. 17 para. 1 word substituted by 2018 anaw 2 Sch. 1 para. 19(5)(a)(ii)
- Sch. 17 para. 1 word substituted 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. 3 words inserted by 2018 anaw 2 Sch. 1 para. 19(5)(c)(i)
- Sch. 17 para. 6(2)(a) words omitted by 2018 anaw 2 Sch. 1 para. 19(5)(e)(i)
- Sch. 17 para. 6(7) words substituted by 2018 anaw 2 Sch. 1 para. 19(5)(e)(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. 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)