

---

**Changes to legislation:** Equality Act 2010, Cross Heading: Armed forces is up to date with all changes known to be in force on or before 10 April 2024. 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

---

# SCHEDULES

## SCHEDULE 9

### WORK: EXCEPTIONS

#### PART 1

#### OCCUPATIONAL REQUIREMENTS

##### *Armed forces*

- 4 (1) A person does not contravene section 39(1)(a) or (c) or (2)(b) [<sup>F1</sup>or section 60A(1)] by applying in relation to service in the armed forces a relevant requirement if the person shows that the application is a proportionate means of ensuring the combat effectiveness of the armed forces.
- (2) A relevant requirement is—
- (a) a requirement to be a man;
  - (b) a requirement not to be a transsexual person.
- (3) This Part of this Act, so far as relating to age or disability, does not apply to service in the armed forces; and section 55, so far as relating to disability, does not apply to work experience in the armed forces.

---

#### **Textual Amendments**

**F1** Words in Sch. 9 para. 4(1) inserted (1.1.2024) by The Equality Act 2010 (Amendment) Regulations 2023 (S.I. 2023/1425), regs. 1(2), 4(6)(c)

**Changes to legislation:**

Equality Act 2010, Cross Heading: Armed forces is up to date with all changes known to be in force on or before 10 April 2024. 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 the whole Act associated Parts and Chapters:**

Whole provisions yet to be inserted into this Act (including any effects on those provisions):

- s. 40A inserted by [2023 c. 51 s. 1](#)
- s. 120(9) inserted by [2023 c. 51 s. 2\(b\)](#)
- s. 124A inserted by [2023 c. 51 s. 3](#)