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STATUTORY INSTRUMENTS

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**2003 No. 1660**

**The Employment Equality (Religion  
or Belief) Regulations 2003**

**PART 1**

**GENERAL**

**Interpretation**

**2.—**(1) In these Regulations, “religion or belief” means any religion, religious belief, or similar philosophical belief.

(2) In these Regulations, references to discrimination are to any discrimination falling within regulation 3 (discrimination on grounds of religion or belief) or 4 (discrimination by way of victimisation) and related expressions shall be construed accordingly, and references to harassment shall be construed in accordance with regulation 5 (harassment on grounds of religion or belief).

(3) In these Regulations—

“act” includes a deliberate omission;

“benefits” includes facilities and services;

“detriment” does not include harassment within the meaning of regulation 5;

references to “employer”, in their application to a person at any time seeking to employ another, include a person who has no employees at that time;

“employment” means employment under a contract of service or of apprenticeship or a contract personally to do any work, and related expressions shall be construed accordingly;

“Great Britain”, except where the context otherwise requires in regulation 26 (protection of Sikhs from discrimination in connection with requirements as to wearing of safety helmets), includes such of the territorial waters of the United Kingdom as are adjacent to Great Britain;

“Minister of the Crown” includes the Treasury and the Defence Council; and

“school”, in England and Wales, has the meaning given by section 4 of the Education Act 1996<sup>(1)</sup>, and, in Scotland, has the meaning given by section 135(1) of the Education (Scotland) Act 1980<sup>(2)</sup>, and references to a school are to an institution in so far as it is engaged in the provision of education under those sections.

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<sup>(1)</sup> 1996 c. 56; section 4 was amended by section 51 of the Education Act 1997 (c. 44) and Schedule 22, Part 3 to the Education Act 2002 (c. 32).

<sup>(2)</sup> 1980 c. 44.