

SCHEDULES

SCHEDULE 5

Regulation 39(2)

Amendments to legislation

1. The Employment Tribunals Act 1996 ^{M1} is amended as follows—
 - (a) in section 18(1) ^{M2} (cases where conciliation provisions apply)—
 - (i) at the end of paragraph (j), there is omitted “or”, and
 - (ii) after paragraph (k) there is inserted—

“or

(1) under regulation 28 of the Employment Equality (Religion or Belief) Regulations 2003”;
 - (b) in section 21 ^{M3} (jurisdiction of the Employment Appeal Tribunal), in subsection (1) (which specifies the proceedings and claims to which the section applies)—
 - (i) at the end of paragraph (k), there is omitted “or”, and
 - (ii) after paragraph (l) there is inserted—

“or

(m) the Employment Equality (Religion or Belief) Regulations 2003”.

Marginal Citations

M1 1996 c. 17.

M2 Section 18(1) has been amended on a number of occasions. The most recent and relevant amendment for the purposes of these Regulations was that made by S.I. 2002/2034.

M3 Section 21 has been amended on a number of occasions. The most recent and relevant amendment for the purposes of these Regulations was that made by S.I. 2002/2034.

2. Section 126(1)(b)(compensation for acts which are both unfair dismissal and discrimination) of the Employment Rights Act 1996 ^{M4} is amended as follows—
 - (a) after “Disability Discrimination Act 1995” there is omitted “and”; and
 - (b) after “the Employment Equality (Sexual Orientation) Regulations 2003” there is inserted—

“and the Employment Equality (Religion or Belief) Regulations 2003 ”.

Marginal Citations

M4 1996 c. 18; section 126 was amended by section 14 of the Employment Rights (Dispute Resolution) Act 1998 (c. 8).

3. Sub-paragraph (b) of the definition of “an award under the relevant legislation” in regulation 1(2) (interpretation) of the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996 ^{M5} is amended as follows—

Changes to legislation: There are outstanding changes not yet made by the legislation.gov.uk editorial team to The Employment Equality (Religion or Belief) Regulations 2003. Any changes that have already been made by the team appear in the content and are referenced with annotations. (See end of Document for details) [View outstanding changes](#)

- (a) after “section 8(2)(b) of the 1995 Act” there is omitted “or”; and
- (b) after “the Employment Equality (Sexual Orientation) Regulations 2003” there is inserted—
“ or regulation 30(1)(b) of the Employment Equality (Religion or Belief) Regulations 2003 ”.

Marginal Citations

M5 [S.I. 1996/2803](#).

- 4. In the Employment Act 2002 ^{M6} at the end of each of the following schedules—
 - (a) Schedule 3 (tribunal jurisdictions to which section 31 applies for adjustment of awards for non-completion of statutory procedure);
 - (b) Schedule 4 (tribunal jurisdictions to which section 32 applies for complaints where the employee must first submit a statement of grievance to employer); and
 - (c) Schedule 5 (tribunal jurisdictions to which section 38 applies in relation to proceedings where the employer has failed to give a statement of employment particulars),

there is inserted—
“ Regulation 28 of the Employment Equality (Religion or Belief) Regulations 2003 (discrimination in the employment field) ”.

Marginal Citations

M6 [2002 c. 22](#).

Changes to legislation:

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Changes and effects yet to be applied to :

- Regulations revoked by [2010 c. 15 Sch. 27 Pt. 2](#)

Changes and effects yet to be applied to the whole Instrument associated Parts and Chapters:

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

- Sch. 1A inserted by [S.I. 2003/2828 reg. 3\(6\)](#)
- Sch. 1A para. 1(1) words inserted by [S.I. 2006/1031 Sch. 8 para. 62\(2\)\(b\)](#)
- Sch. 1A para. 1(1) words omitted by [S.I. 2006/1031 Sch. 8 para. 62\(2\)\(a\)](#)
- Sch. 1A para. 1(2) words omitted by [S.I. 2006/1031 Sch. 8 para. 62\(3\)](#)
- Sch. 1B inserted by [S.I. 2004/437 reg. 3\(3\)](#)
- Sch. 4 para. 2(5A) words substituted by [S.I. 2009/3348 art. 22Sch. 1](#)
- reg. 9A inserted by [S.I. 2003/2828 reg. 3\(3\)](#)
- reg. 10(10)(b)(viii) inserted by [S.I. 2007/1388 Sch. 1 para. 150\(b\)](#)
- reg. 11A inserted by [S.I. 2006/594 Sch. para. 36\(5\)](#)
- reg. 17(1)(aa) inserted by [S.I. 2007/2269 reg. 4\(4\)\(b\)](#)
- reg. 20(4A) inserted by [S.I. 2004/437 reg. 3\(2\)](#)
- reg. 30(5) inserted by [S.I. 2003/2828 reg. 3\(5\)](#)
- reg. 34(1A) inserted by [S.I. 2004/752 reg. 17\(g\)\(ii\)](#)

Commencement Orders yet to be applied to the The Employment Equality (Religion or Belief) Regulations 2003

Commencement Orders bringing legislation that affects this Instrument into force:

- [S.I. 2010/2317 art. 2\(15\)\(f\)](#) commences (2010 c. 15)
- [S.I. 2011/1066 art. 2\(h\)](#) commences (2010 c. 15)