



# Equality Act 2010

## CHAPTER 15

### EQUALITY ACT 2010

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## Part 1 — DETERMINATION OF DISABILITY

### *Impairment*

1 Regulations may make provision for a condition of a prescribed...

### *Long-term effects*

2 (1) The effect of an impairment is long-term if—

### *Severe disfigurement*

3 (1) An impairment which consists of a severe disfigurement is...

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4 Regulations may make provision for an effect of a prescribed...

### *Effect of medical treatment*

5 (1) An impairment is to be treated as having a...

### *Normal day-to-day activities*

5A (1) This paragraph has effect for the purposes of the...

### *Certain medical conditions*

6 (1) Cancer, HIV infection and multiple sclerosis are each a...

### *Deemed disability*

7 (1) Regulations may provide for persons of prescribed descriptions to...

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8 (1) This paragraph applies to a person (P) if—

### *Past disabilities*

9 (1) A question as to whether a person had a...

## Part 2 — GUIDANCE

### *Preliminary*

10 This Part of this Schedule applies in relation to guidance...

### *Examples*

11 The guidance may give examples of— (a) effects which it...

### *Adjudicating bodies*

12 (1) In determining whether a person is a disabled person,...

### *Representations*

13 Before issuing the guidance, the Minister must—

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*Parliamentary procedure*

- 14 (1) If the Minister decides to proceed with proposed guidance,...

*Commencement*

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*Revision and revocation*

- 16 (1) The Minister may— (a) revise the whole or part...

SCHEDULE 2 — Services and public functions: 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...

*Special provision about transport*

- 3 (1) This paragraph applies where A is concerned with the...

*Interpretation*

- 4 (1) This paragraph applies for the purposes of paragraph 3....

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*Parliament*

- 1 (1) Section 29 does not apply to the exercise of—...

*Legislation*

- 2 (1) Section 29 does not apply to preparing, making or...

*Judicial functions*

- 3 (1) Section 29 does not apply to—

*Armed forces*

- 4 (1) Section 29(6), so far as relating to relevant discrimination,...

*Security services, etc.*

- 5 Section 29 does not apply to— (a) the Security Service;...

Part 2 — EDUCATION

- 6 In its application to a local authority in England and...

- 7 In its application to an education authority, section 29, so...

- 8 (1) In its application to a local authority in England...

- 9 Section 29, so far as relating to age discrimination, does...

- 10 (1) Section 29, so far as relating to disability discrimination,...

- 11 Section 29, so far as relating to religious or belief-related...

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- 12 This Part of this Schedule is to be construed in...  
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*Blood services*

- 13 (1) A person operating a blood service does not contravene...

*Health and safety*

- 14 (1) A service-provider (A) who refuses to provide the service...

*Care within the family*

- 15 A person (A) does not contravene section 29 only by...  
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- 15A (1) This paragraph applies in relation to age discrimination.

*Disability*

- 16 (1) This paragraph applies in relation to disability discrimination.

*Nationality and ethnic or national origins*

- 17 (1) This paragraph applies in relation to race discrimination so...

*Religion or belief*

- 18 (1) This paragraph applies in relation to religious or belief-related...

*Interpretation*

- 19 A reference to entry clearance, leave to enter or remain...  
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*Services arranged by employer*

- 20 (1) Section 29 does not apply to the provision of...

*Age*

- 20A (1) A person (A) does not contravene section 29, so...

*Disability*

- 21 (1) It is not a contravention of section 29, so...

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- 22 Services and public functions: exceptions

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- 23 (1) It is not a contravention of section 29, so...  
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*Gender reassignment: England and Wales*

- 24 (1) A person does not contravene section 29, so far...  
PART 6ZA — MARRIAGE AND CIVIL PARTNERSHIP: SCOTLAND

*Gender reassignment: Scotland*

- 25 (1) An approved celebrant (A) does not contravene section 29,...  
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- 25A Marriage according to religious rites: no compulsion to solemnize etc  
25AA No compulsion for religious organisations or persons acting on their  
behalf to act in relation to civil partnerships  
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SCOTLAND
- 25B Marriage and civil partnership: Scotland  
25C Marriage of same sex couples: Scottish forces marriages  
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*Separate services for the sexes*

- 26 (1) A person does not contravene section 29, so far...

*Single-sex services*

- 27 (1) A person does not contravene section 29, so far...

*Gender reassignment*

- 28 (1) A person does not contravene section 29, so far...

*Services relating to religion*

- 29 (1) A minister does not contravene section 29, so far...

*Services generally provided only for persons who share a protected characteristic*

- 30 If a service is generally provided only for persons who...

**Concessions**

- 30A (1) A person does not contravene section 29, so far...

*Age related holidays*

- 30B (1) A person (P) does not contravene section 29, so...

*Age restricted services*

- 30C (1) This paragraph applies where a person (P)—

**Residential mobile homes**

- 30D (1) A person (A) who is the owner of a...  
Part 8 — TELEVISION, RADIO AND ON-LINE BROADCASTING AND  
DISTRIBUTION

- 31 (1) Section 29 does not apply to the provision of...

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## Part 9 — TRANSPORT

### *Application to disability*

32 This Part of this Schedule applies in relation to disability...

### *Transport by air*

33 (1) Section 29 does not apply to—

### *Transport by land: road*

34 (1) Section 29 does not apply to transporting people by...

### *Transport by land: rail*

34A Section 29 does not apply to anything governed by Regulation...  
Part 10 — SUPPLEMENTARY

### *Power to amend*

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

## SCHEDULE 4 — Premises: reasonable adjustments

### *Preliminary*

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

### *The duty in relation to let premises*

2 (1) This paragraph applies where A is a controller of...

### *The duty in relation to premises to let*

3 (1) This paragraph applies where A is a controller of...

### *The duty in relation to commonhold units*

4 (1) This paragraph applies where A is a commonhold association;...

### *The duty in relation to common parts*

5 (1) This paragraph applies where A is a responsible person...

### *Consultation on adjustments relating to common parts*

6 (1) In deciding whether it is reasonable to take a...

### *Agreement on adjustments relating to common parts*

7 (1) If A decides that it is reasonable to take...

### *Victimisation*

8 (1) This paragraph applies where the relevant disabled person comes...

### *Regulations*

9 (1) This paragraph applies for the purposes of section 36...

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## SCHEDULE 5 — Premises: exceptions

### *Owner-occupier*

- 1 (1) This paragraph applies to the private disposal of premises...
- 2 (1) Section 36(1)(a) does not apply if—

### *Small premises*

- 3 (1) This paragraph applies to anything done by a person...
- 4 (1) Section 36(1) does not apply if—
- 5 A Minister of the Crown may by order amend paragraph...

## SCHEDULE 6 — Office-holders: excluded offices

### *Work to which other provisions apply*

- 1 (1) An office or post is not a personal or...

### *Political offices*

- 2 (1) An office or post is not a personal or...

### *Honours etc.*

- 3 A life peerage (within the meaning of the Life Peerages...

### *Bishops*

- 4 The office of diocesan or suffragan bishop is not a...

## SCHEDULE 7 — Equality of terms: exceptions

### Part 1 — TERMS OF WORK

#### *Compliance with laws regulating employment of women, etc.*

- 1 Neither a sex equality clause nor a maternity equality clause...

#### *Pregnancy, etc.*

- 2 A sex equality clause does not have effect in relation...

### Part 2 — OCCUPATIONAL PENSION SCHEMES

#### *Preliminary*

- 3 (1) A sex equality rule does not have effect in...

#### *State retirement pensions*

- 4 (1) This paragraph applies where a man and a woman...

#### *Actuarial factors*

- 5 (1) A difference as between men and women is permitted...

#### *Power to amend*

- 6 (1) Regulations may amend this Part of this Schedule so...



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SCHEDULE 8 — Work: reasonable adjustments  
Part 1 — INTRODUCTORY

*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...  
3 (1) This paragraph applies if a duty to make reasonable...

Part 2 — INTERESTED DISABLED PERSON

*Preliminary*

- 4 An interested disabled person is a disabled person who, in...

*Employers (see section 39)*

- 5 (1) This paragraph applies where A is an employer. Relevant...

*Principals in contract work (see section 41)*

- 6 (1) This paragraph applies where A is a principal. Relevant...

*Partnerships (see section 44)*

- 7 (1) This paragraph applies where A is a firm or...

*LLPs (see section 45)*

- 8 (1) This paragraph applies where A is an LLP or...

*Barristers and their clerks (see section 47)*

- 9 This paragraph applies where A is a barrister or barrister's...

*Advocates and their clerks (see section 48)*

- 10 This paragraph applies where A is an advocate or advocate's...

*Persons making appointments to offices etc. (see sections 49 to 51)*

- 11 This paragraph applies where A is a person who has...  
12 This paragraph applies where A is a relevant person in...  
13 This paragraph applies where A is a person who has...  
14 In relation to the second requirement in a case within...

*Qualifications bodies (see section 53)*

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

*Employment service-providers (see section 55)*

- 16 This paragraph applies where— (a) A is an employment service-provider,...

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*Trade organisations (see section 57)*

17 This paragraph applies where A is a trade organisation. Relevant...

*Local authorities (see section 58)*

18 (1) This paragraph applies where A is a local authority....

*Occupational pensions (see section 61)*

19 This paragraph applies where A is, in relation to an...

Part 3 — LIMITATIONS ON THE DUTY

*Lack of knowledge of disability, etc.*

20 (1) A is not subject to a duty to make...

SCHEDULE 9 — Work: exceptions

Part 1 — OCCUPATIONAL REQUIREMENTS

*General*

1 (1) A person (A) does not contravene a provision mentioned...

*Religious requirements relating to sex, marriage etc., sexual orientation*

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

*Other requirements relating to religion or belief*

3 A person (A) with an ethos based on religion or...

*Armed forces*

4 (1) A person does not contravene section 39(1)(a) or (c)...

*Employment services*

5 (1) A person (A) does not contravene section 55(1) or...

*Interpretation*

6 (1) This paragraph applies for the purposes of this Part...

Part 2 — EXCEPTIONS RELATING TO AGE

*Preliminary*

7 For the purposes of this Part of this Schedule, a...

*Retirement*

8 (1) It is not an age contravention to dismiss a...

*Applicants at or approaching retirement age*

9 (1) A person does not contravene section 39(1)(a) or (c),...

*Benefits based on length of service*

10 (1) It is not an age contravention for a person...

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*The national minimum wage: young workers*

- 11 (1) It is not an age contravention for a person...

*The national minimum wage: apprentices*

- 12 (1) It is not an age contravention for a person...

*Redundancy*

- 13 (1) It is not an age contravention for a person...

*Insurance etc.*

- 14 (1) It is not an age contravention for an employer...

*Child care*

- 15 (1) A person does not contravene a relevant provision, so...

*Contributions to personal pension schemes*

- 16 (1) A Minister of the Crown may by order provide...

Part 3 — OTHER EXCEPTIONS

*Non-contractual payments to women on maternity leave*

- 17 (1) A person does not contravene section 39(1)(b) or (2),...

*Benefits dependent on marital status, etc.*

- 18 (1) A person does not contravene this Part of this...

*Provision of services etc. to the public*

- 19 (1) A does not contravene a provision mentioned in sub-paragraph...

*Insurance contracts, etc.*

- 20 (1) It is not a contravention of this Part of...

SCHEDULE 10 — Accessibility for disabled pupils

*Accessibility strategies*

- 1 (1) A local authority in England and Wales must, in...  
2 (1) In preparing its accessibility strategy, a local authority must...

*Accessibility plans*

- 3 (1) The responsible body of a school in England and...  
4 (1) In preparing an accessibility plan, the responsible body must...

*Power of direction*

- 5 (1) This sub-paragraph applies if the appropriate authority is satisfied...

*Supplementary*

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

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SCHEDULE 11 — Schools: exceptions  
Part 1 — SEX DISCRIMINATION

*Admission to single-sex schools*

- 1 (1) Section 85(1), so far as relating to sex, does...

*Single-sex boarding at schools*

- 2 (1) Section 85(1), so far as relating to sex, does...

*Single-sex schools turning co-educational*

- 3 (1) If the responsible body of a single-sex school decides...  
4 (1) In the case of a maintained school within the...

Part 2 — RELIGIOUS OR BELIEF-RELATED DISCRIMINATION

*School with religious character etc.*

- 5 Section 85(1) and (2)(a) to (d), so far as relating...

*Curriculum, worship, etc.*

- 6 Section 85(2)(a) to (d), so far as relating to religion...

*Power to amend*

- 7 (1) A Minister of the Crown may by order amend...  
Part 3 — DISABILITY DISCRIMINATION

*Permitted form of selection*

- 8 (1) A person does not contravene section 85(1), so far...

SCHEDULE 12 — Further and higher education exceptions  
Part 1 — SINGLE-SEX INSTITUTIONS, ETC.

*Admission to single-sex institutions*

- 1 (1) Section 91(1), so far as relating to sex, does...

*Single-sex institutions turning co-educational*

- 2 (1) If the responsible body of a single-sex institution decides...  
3 (1) In the case of a single-sex institution—  
Part 2 — OTHER EXCEPTIONS

*Occupational requirements*

- 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...

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### *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...

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## 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 ...*

- 3 A claim that a responsible body in England has contravened...

### *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...

### *Appeals from the Welsh Tribunal*

- 6AA (1) A party to any proceedings on a claim under...

### *Case friends — Wales*

- 6A (1) This paragraph applies to a child not over compulsory...

### *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...

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*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...

*Capacity of parents and persons over compulsory school age - Wales*

6F (1) The Welsh Ministers must make regulations for the purpose...

Part 3 — TRIBUNALS IN SCOTLAND

*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  
(asp...

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—...

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*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*

A Minister of the Crown. A government department other than...

*Armed forces*

Any of the armed forces other than any part of...

*Broadcasting*

The British Broadcasting Corporation (“ BBC ”), except in respect...

*Citizens' rights*

The Independent Monitoring Authority for the Citizens' Rights Agreements.

*Civil liberties*

The Commission for Equality and Human Rights. The Information Commissioner....

*Court services and legal services*

The Children and Family Court Advisory and Support Service. The...

*Criminal justice*

Her Majesty's Chief Inspector of Constabulary. Her Majesty's Chief Inspector...

*Environment, housing and development*

The Homes and Communities Agency. Natural England. The Office for...

*Health, social care and social security*

NHS England . An integrated care board established under section...

*Industry, business, finance etc.*

The Advanced Research and Invention Agency. The Advisory, Conciliation and...

*Local government*

A county council, district council or parish council in England....



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*Other educational bodies*

The governing body of an educational establishment maintained by an...

*Parliamentary and devolved bodies*

The National Assembly for Wales Commission (Comisiwn Cynulliad Cenedlaethol Cymru)....

*Police*

The British Transport Police Force. A chief constable of a...

*Regulators*

... The Association of Chartered Certified Accountants, in respect of...

*Transport*

High Speed Two (HS2) Limited. A strategic highways company appointed...

Part 2 — PUBLIC AUTHORITIES: RELEVANT WELSH AUTHORITIES

*Welsh Assembly Government, etc.*

The Welsh Ministers. The First Minister for Wales. A subsidiary...

*National Health Service*

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

*Local government*

A corporate joint committee established by regulations made under Part...

*Other educational bodies*

The Commission for Tertiary Education and Research or Y Comisiwn...

*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...

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*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*

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

*Other body added on 28th June 2018*

ILF Scotland.

*Other body added on 26th November 2020*

The Scottish National Investment Bank p.l.c.

*Other office added on 1st December 2020*

Scottish Biometrics Commissioner.

*Other body added on 23rd December 2021*

South of Scotland Enterprise.

**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...

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*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

.....

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## 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)...

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#### *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)...
- 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...
- 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...

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### *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...
- 39 Omit section 583(5) (commencement etc : transitory provision relating to...
- 40 In Schedule 35B (meaning of eligible child etc ), paragraph...
- 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...

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### *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...

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*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:**

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[View outstanding changes](#)

**Changes and effects yet to be applied to :**

- 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. 120(8) words substituted by [2023 c. 51 s. 2\(a\)](#)
- s. 138(8) words substituted by [2013 c. 22 Sch. 9 para. 52](#)
- s. 140AA(1)(b) words substituted by [S.I. 2019/305 reg. 5\(2\)\(b\)](#) (This amendment not applied to legislation.gov.uk. Reg. 5(2)(b) substituted immediately before IP completion day by [S.I. 2020/1139, regs. 1\(2\), 6\(2\)\(a\)](#))
- s. 155(2) words substituted by [S.I. 2019/560 reg. 3\(2\)\(a\)](#) (This amendment not applied to legislation.gov.uk. Affecting Regulations revoked (20.11.2020) by [S.I. 2020/1319, regs. 1\(3\), 2\(a\)](#))
- s. 155(3) words substituted by [S.I. 2019/560 reg. 3\(2\)\(b\)](#) (This amendment not applied to legislation.gov.uk. Affecting Regulations revoked (20.11.2020) by [S.I. 2020/1319, regs. 1\(3\), 2\(a\)](#))
- Sch. 19 Pt. 1 words inserted by [2015 c. 2 Sch. 3 para. 17](#)
- Sch. 19 Pt. 1 words inserted by [2021 c. 10 Sch. 6 para. 6](#)
- Sch. 20 para. 12(5) words substituted by [2013 c. 22 Sch. 9 para. 52](#)
- 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\(o\)](#)
- Sch. 26 para. 23 omitted by [2022 asc 1 Sch. 4 para. 26\(2\)](#)

**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](#)