

Status: Point in time view as at 10/03/2014.

Changes to legislation: Equality Act 2010, Paragraph 3 is up to date with all changes known to be in force on or before 30 May 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)

SCHEDULES

SCHEDULE 22

STATUTORY PROVISIONS

Educational appointments, etc: religious belief

- 3 (1) A person does not contravene Part 5 (work) only by doing a relevant act in connection with the employment of another in a relevant position.
- (2) A relevant position is—
- (a) the head teacher or principal of an educational establishment;
 - (b) the head, a fellow or other member of the academic staff of a college, or institution in the nature of a college, in a university;
 - (c) a professorship of a university which is a canon professorship or one to which a canonry is annexed.
- (3) A relevant act is anything it is necessary to do to comply with—
- (a) a requirement of an instrument relating to the establishment that the head teacher or principal must be a member of a particular religious order;
 - (b) a requirement of an instrument relating to the college or institution that the holder of the position must be a woman;
 - (c) an Act or instrument in accordance with which the professorship is a canon professorship or one to which a canonry is annexed.
- (4) Sub-paragraph (3)(b) does not apply to an instrument taking effect on or after 16 January 1990 (the day on which section 5(3) of the Employment Act 1989 came into force).
- (5) A Minister of the Crown may by order provide that anything in sub-paragraphs (1) to (3) does not have effect in relation to—
- (a) a specified educational establishment or university;
 - (b) a specified description of educational establishments.
- (6) An educational establishment is—
- (a) a school within the meaning of the Education Act 1996 or the Education (Scotland) Act 1980;
 - (b) a college, or institution in the nature of a college, in a university;
 - (c) an institution designated by order made, or having effect as if made, under section 129 of the Education Reform Act 1988;
 - (d) a college of further education within the meaning of section 36 of the Further and Higher Education (Scotland) Act 1992;
 - (e) a university in Scotland;
 - (f) an institution designated by order under section 28 of the Further and Higher Education Act 1992 or section 44 of the Further and Higher Education (Scotland) Act 1992.

Status: Point in time view as at 10/03/2014.

Changes to legislation: Equality Act 2010, Paragraph 3 is up to date with all changes known to be in force on or before 30 May 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)

(7) This paragraph does not affect paragraph 2 of Schedule 9.

Commencement Information

- II** [Sch. 22 para. 3](#) wholly in force at 1.10.2012; [Sch. 22](#) not in force at Royal Assent see [s. 216](#); [Sch. 22](#) in force for certain purposes at 1.10.2010 by [S.I. 2010/2317](#), [art. 2\(14\)\(d\)](#) (with [art. 15](#)); [Sch. 22](#) in force for remaining purposes at 1.10.2012 by [S.I. 2012/1569](#), [art. 3\(f\)](#)

Status:

Point in time view as at 10/03/2014.

Changes to legislation:

Equality Act 2010, Paragraph 3 is up to date with all changes known to be in force on or before 30 May 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.