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STATUTORY INSTRUMENTS

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**2016 No. 839 (C. 60)**

**EQUALITY**

**The Equality Act 2010 (Commencement No.11) Order 2016**

*Made* - - - - *9th August 2016*

The Secretary of State for Education makes the following Order in exercise of the power conferred by section 216(3) of the Equality Act 2010<sup>(1)</sup>:

**Citation**

1. This Order may be cited as the Equality Act 2010 (Commencement No.11) Order 2016.

**Provision coming into force**

2. Section 78 of the Equality Act 2010 comes into force on 22nd August 2016.

9th August 2016

*Caroline Dinéage*  
Parliamentary Under Secretary of State for  
Women, Equalities and Early Years  
Department for Education

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## EXPLANATORY NOTE

*(This note is not part of the Order)*

This Order brings into force section 78 of the Equality Act 2010 (c.15) on the 22nd August 2016. Section 78 confers a power to make regulations requiring certain employers to publish information relating to the pay of employees for the purpose of showing whether there are differences in the pay of male and female employees.

## NOTE AS TO EARLIER COMMENCEMENT ORDERS

*(This note is not part of the Order)*

<i>Provision</i>	<i>Date of Commencement</i>	<i>S.I. No</i>
Sections 4 and 5	1st October 2010	2010/2317
Section 6(5) (partially)	6th July 2010	2010/1736
Section 6(6) (partially)	4th August 2010	2010/1966
Section 6 (in so far as not already in force)	1st October 2010	2010/2317
Sections 7 to 13	1st October 2010	2010/2317
Sections 15 to 21	1st October 2010	2010/2317
Section 22 (partially)	6th July 2010	2010/1736
Section 22 (in so far as not already in force)	1st October 2010	2010/2317
Sections 23 to 27	1st October 2010	2010/2317
Sections 28 to 31 (partially)	1st October 2010	2010/2317
Section 31(9) (in so far as not already in force)	1st September 2012	2012/2184
Sections 28 to 31 (in so far as not already in force)	1st October 2012	2012/1569
Sections 32 to 35	1st October 2010	2010/2317
Section 36(1)(a) to (c), (2) to (4), (7) and (8)	1st October 2010	2010/2317
Section 37	11th July 2011	2011/1636
Section 38(1) to (7) and (9)	1st October 2010	2010/2317
Section 38(8) (partially)	4th August 2010	2010/1966
Section 38(8) (partially)	1st October 2010	2010/2317
Sections 39 to 60	1st October 2010	2010/2317

<i>Provision</i>	<i>Date of Commencement</i>	<i>S.I. No</i>
Section 61(8) and (9) (partially)	6th July 2010	2010/1736
Section 61 (in so far as not already in force)	1st October 2010	2010/2317
Sections 62 to 77	1st October 2010	2010/2317
Section 79	1st October 2010	2010/2317
Section 80(8) (partially)	4th August 2010	2010/1966
Section 80 (in so far as not already in force)	1st October 2010	2010/2317
Section 81 (partially)	6th July 2010	2010/1736
Section 81 (in so far as not already in force)	1st October 2010	2010/2317
Section 82 (partially)	6th July 2010	2010/1736
Section 82 (in so far as not already in force)	1st October 2010	2010/2317
Section 83(11) (partially)	4th August 2010	2010/1966
Section 83 (in so far as not already in force)	1st October 2010	2010/2317
Sections 84 to 93	1st October 2010	2010/2317
Section 94(12) (partially)	4th August 2010	2010/1966
Section 94 (in so far as not already in force)	1st October 2010	2010/2317
Section 95	1st October 2010	2010/2317
Section 96(9)(b) (partially)	3rd September 2010	2010/2191
Section 96(10) and (11) (partially)	6th July 2010	2010/1736
Section 96 (in so far as not already in force)	1st October 2010	2010/2317
Section 97 (partially)	6th July 2010	2010/1736
Section 97 (in so far as not already in force)	1st October 2010	2010/2317
Section 98 (partially)	1st October 2010	2010/2317
Section 98 (in so far as not already in force)	1st September 2012	2012/2184
Section 99	1st October 2010	2010/2317
Sections 100 to 105 (partially)	1st October 2010	2010/2317
Sections 100 to 105 (in so far as not already in force)	1st October 2012	2012/1569

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<i>Provision</i>	<i>Date of Commencement</i>	<i>S.I. No</i>
Section 107 (partially)	1st October 2010	2010/2317
Section 107 (in so far as not already in force)	1st October 2012	2012/1569
Sections 108 to 115	1st October 2010	2010/2317
Section 116(1)(a) and (b) and (2)	1st October 2010	2010/2317
Section 116(1)(c) (partially)	1st October 2010	2010/2317
Section 116(1)(c) (in so far as not already in force)	18th March 2011	2010/2317
Section 116(3) (partially)	4th August 2010	2010/1966
Section 116(3) (partially)	1st October 2010	2010/2317
Section 116(3) (in so far as not already in force)	18th March 2011	2010/2317
Section 117(1) to (4) (partially)	6th July 2010	2010/1736
Section 117 (in so far as not already in force)	1st October 2010	2010/2317
Sections 118 to 135	1st October 2010	2010/2317
Section 136(1) to (6)(a) to (e)	1st October 2010	2010/2317
Section 136(6)(f)	18th March 2011	2010/2317
Section 137	1st October 2010	2010/2317
Section 138(1) and (2) and (5) to (7) (partially)	6th July 2010	2010/1736
Section 138 (in so far as not already in force)	1st October 2010	2010/2317
Sections 139 to 146	1st October 2010	2010/2317
Section 147(4) (partially)	6th July 2010	2010/1736
Section 147 (in so far as not already in force)	1st October 2010	2010/2317
Section 148	1st October 2010	2010/2317
Section 149	5th April 2011	2011/1066
Section 150 (partially)	18th January 2011	2011/96
Section 150 (in so far as not already in force)	5th April 2011	2011/1066
Sections 151 to 155	18th January 2011	2011/96
Section 156	5th April 2011	2011/1066
Section 157	18th January 2011	2011/96
Section 158	1st October 2010	2010/2317

<i>Provision</i>	<i>Date of Commencement</i>	<i>S.I. No</i>
Section 159 (partially)	1st October 2010	2010/2317
Section 159 (in so far as not already in force)	6th April 2011	2011/96
Section 161 (partially)	1st October 2010	2010/2317
Section 165 (partially)	1st October 2010	2010/2317
Section 166	1st October 2010	2010/2317
Section 167(1) to (5) and (7) (partially)	1st October 2010	2010/2317
Section 167(6)	1st October 2010	2010/2317
Sections 168 to 185	1st October 2010	2010/2317
Sections 187 and 188	1st October 2010	2010/2317
Section 189 (partially)	4th August 2010	2010/1966
Section 189 (in so far as not already in force)	1st October 2010	2010/2317
Section 190	1st October 2010	2010/2317
Section 191 (partially)	1st October 2010	2010/2317
Sections 192 to 195	1st October 2010	2010/2317
Section 196 (partially)	1st October 2010	2010/2317
Section 197	19th June 2012	2012/1569
Section 202(1) (partially)	11th July 2011	2011/1636
Section 202(3)	11th July 2011	2011/1636
Section 202(4) (partially)	11th July 2011	2011/1636
Section 202 (in so far as not already in force)	5th December 2011	2011/2646
Section 206	1st October 2010	2010/2317
Section 211(1) (partially)	6th July 2010	2010/1736
Section 211(1) (partially)	1st October 2010	2010/2317
Section 211(1) (partially)	5th April 2011	2011/1066
Section 211(2) (partially)	1st October 2010	2010/2317
Section 211(2) (partially)	5th April 2011	2011/1066
Schedule 1, paragraphs 1, 2, 3, 4, 5, 7, 8, 10, 11, 13, 14, 15, and 16 (partially)	6th July 2010	2010/1736
Schedule 1 (in so far as not already in force)	1st October 2010	2010/2317
Schedules 2 and 3 (partially)	1st October 2010	2010/2317

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<i>Provision</i>	<i>Date of Commencement</i>	<i>S.I. No</i>
Schedule 2 (in so far as not already in force)	1st September 2012	<a href="#">2012/2184</a>
Schedule 3 (in so far as not already in force)	1st October 2012	<a href="#">2012/1569</a>
Schedule 4, paragraphs 1 to 4	1st October 2010	<a href="#">2010/2317</a>
Schedule 4, paragraph 8 (partially)	1st October 2010	<a href="#">2010/2317</a>
Schedule 4, paragraph 9 (partially)	6th July 2010	<a href="#">2010/1736</a>
Schedule 4, paragraph 9 (in so far as not already in force)	1st October 2010	<a href="#">2010/2317</a>
Schedules 5 and 6	1st October 2010	<a href="#">2010/2317</a>
Schedule 7, paragraphs 4, 5 and 6 (partially)	6th July 2010	<a href="#">2010/1736</a>
Schedule 7 (in so far as not already in force)	1st October 2010	<a href="#">2010/2317</a>
Schedule 8	1st October 2010	<a href="#">2010/2317</a>
Schedule 9, paragraph 16 (partially)	6th July 2010	<a href="#">2010/1736</a>
Schedule 9 (in so far as not already in force)	1st October 2010	<a href="#">2010/2317</a>
Schedules 10 and 11	1st October 2010	<a href="#">2010/2317</a>
Schedule 12, paragraph 5 (partially)	6th July 2010	<a href="#">2010/1736</a>
Schedule 12 (in so far as not already in force)	1st October 2010	<a href="#">2010/2317</a>
Schedule 13 (partially)	1st October 2010	<a href="#">2010/2317</a>
Schedule 13 (in so far as not already in force)	1st September 2012	<a href="#">2012/2184</a>
Schedules 14 and 15	1st October 2010	<a href="#">2010/2317</a>
Schedule 16 (partially)	1st October 2010	<a href="#">2010/2317</a>
Schedule 16 (in so far as not already in force)	1st October 2012	<a href="#">2012/1569</a>
Schedule 17, paragraphs 1 and 6(1) to (7) (partially)	6th July 2010	<a href="#">2010/1736</a>
Schedule 17, paragraphs 1 and 6(1) to (7) (in so far as not already in force)	1st October 2010	<a href="#">2010/2317</a>
Schedule 17, paragraphs 2 to 5	1st October 2010	<a href="#">2010/2317</a>

<i>Provision</i>	<i>Date of Commencement</i>	<i>S.I. No</i>
Schedule 17, paragraphs 6(8) and (9)	1st October 2010	<a href="#">2010/2317</a>
Schedule 17, paragraphs 7 to 12 (partially)	1st October 2010	<a href="#">2010/2317</a>
Schedule 17, paragraphs 7 to 12 (in so far as not already in force)	18th March 2011	<a href="#">2010/2317</a>
Schedule 17, paragraphs 13 and 14	1st October 2010	<a href="#">2010/2317</a>
Schedule 18	5th April 2011	<a href="#">2011/1066</a>
Schedule 19	18th January 2011	<a href="#">2011/96</a>
Schedule 21, paragraph 6 (partially)	6th July 2010	<a href="#">2010/1736</a>
Schedule 21 (in so far as not already in force)	1st October 2010	<a href="#">2010/2317</a>
Schedules 22 and 23 (partially)	1st October 2010	<a href="#">2010/2317</a>
Schedules 22 and 23 (in so far as not already in force)	1st October 2012	<a href="#">2012/1569</a>
Schedule 25	1st October 2010	<a href="#">2010/2317</a>
Schedule 26, paragraphs 1 to 8	1st October 2010	<a href="#">2010/2317</a>
Schedule 26, paragraphs 9 to 12	5th April 2011	<a href="#">2011/1066</a>
Schedule 26, paragraphs 13 to 60	1st October 2010	<a href="#">2010/2317</a>
Schedule 26, paragraph 61 (partially)	4th August 2010	<a href="#">2010/1966</a>
Schedule 26, paragraph 61 (in so far as not already in force)	1st October 2010	<a href="#">2010/2317</a>
Schedule 26, paragraphs 62 to 64	1st October 2010	<a href="#">2010/2317</a>
Schedule 26, paragraph 65(1) to (3) and (5)	6th July 2010	<a href="#">2010/1736</a>
Schedule 26, paragraph 65(4)	1st October 2010	<a href="#">2010/2317</a>
Schedule 26, paragraph 65(6)	5th April 2011	<a href="#">2011/1066</a>
Schedule 26, paragraphs 66 to 72	1st October 2010	<a href="#">2010/2317</a>
Schedule 26, paragraphs 73 and 74	5th April 2011	<a href="#">2011/1066</a>
Schedule 26, paragraph 75	1st October 2010	<a href="#">2010/2317</a>

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Schedule 26, paragraph 76 (partially)	1st October 2010	<a href="#">2010/2317</a>
Schedule 26, paragraph 76 (partially)	5th April 2011	<a href="#">2011/1066</a>
Schedule 26, paragraphs 77 to 81	1st October 2010	<a href="#">2010/2317</a>
Schedule 26, paragraph 82 (partially)	1st October 2010	<a href="#">2010/2317</a>
Schedule 26, paragraph 82 (in so far as not yet in force)	5th April 2011	<a href="#">2011/1066</a>
Schedule 26, paragraphs 83 to 106	1st October 2010	<a href="#">2010/2317</a>
Schedule 26, paragraph 106A(2)	5th April 2011	<a href="#">2011/1066</a>
Schedule 26, paragraph 107	1st October 2010	<a href="#">2010/2317</a>
Schedule 27 (partially)	1st October 2010	<a href="#">2010/2317</a>
Schedule 27 (partially)	5th April 2011	<a href="#">2011/1066</a>

(2) Paragraph 106A was inserted by [S.I. 2011/1060](#).