



# Sex Discrimination Act 1975

## CHAPTER 65

### SEX DISCRIMINATION ACT 1975

#### PART I

##### DISCRIMINATION TO WHICH ACT APPLIES

- 1 Sex discrimination against women
- 2 Sex discrimination against men
- 3 Discrimination against married persons in employment field
- 4 Discrimination by way of victimisation
- 5 Interpretation

#### PART II

##### DISCRIMINATION IN THE EMPLOYMENT FIELD

###### *Discrimination by employers*

- 6 Discrimination against applicants and employees
- 7 Exception where sex is a genuine occupational qualification
- 8 Equal Pay Act 1970
- 9 Discrimination against contract workers
- 10 Meaning of employment at establishment in Great Britain

###### *Discrimination by other bodies*

- 11 Partnerships
- 12 Trade unions etc.
- 13 Qualifying bodies
- 14 Vocational training bodies
- 15 Employment agencies
- 16 Manpower Services Commission etc.

*Special cases*

- 17 Police
- 18 Prison officers
- 19 Ministers of religion etc.
- 20 Midwives
- 21 Mineworkers

**PART III**

## DISCRIMINATION IN OTHER FIELDS

*Education*

- 22 Discrimination by bodies in charge of educational establishments
- 23 Other discrimination by local education authorities
- 24 Designated establishments
- 25 General duty in public sector of education
- 26 Exception for single-sex establishments
- 27 Exception for single-sex establishments turning coeducational
- 28 Exception for physical training

*Goods, facilities, services and premises*

- 29 Discrimination in provision of goods, facilities or services
- 30 Discrimination in disposal or management of premises
- 31 Discrimination: consent for assignment or sub-letting
- 32 Exception for small dwellings
- 33 Exception for political parties
- 34 Exception for voluntary bodies
- 35 Further exceptions from ss. 29(1) and 30

*Extent*

- 36 Extent of Part III

**PART IV**

## OTHER UNLAWFUL ACTS

- 37 Discriminatory practices
- 38 Discriminatory advertisements
- 39 Instructions to discriminate
- 40 Pressure to discriminate
- 41 Liability of employers and principals
- 42 Aiding unlawful acts

**PART V**

## GENERAL EXCEPTIONS FROM PARTS II TO IV

- 43 Charities
- 44 Sport etc.
- 45 Insurance etc.
- 46 Communal accommodation
- 47 Discriminatory training by certain bodies
- 48 Other discriminatory training etc.
- 49 Trade unions etc.: elective bodies

- 50 Indirect access to benefits etc.
- 51 Acts done under statutory authority
- 52 Acts safeguarding national security

## **PART VI**

### EQUAL OPPORTUNITIES COMMISSION

- 53 Establishment and duties of Commission
- 54 Research and education
- 55 Review of discriminatory provisions in health and safety legislation
- 56 Annual reports

#### *Investigations*

- 57 Power to conduct formal investigations
- 58 Terms of reference
- 59 Power to obtain information
- 60 Recommendations and reports on formal investigations
- 61 Restriction on disclosure of information

## **PART VII**

### ENFORCEMENT

#### *General*

- 62 No further sanctions for breach of Act

#### *Enforcement in employment field*

- 63 Jurisdiction of industrial tribunals
- 64 Conciliation in employment cases
- 65 Remedies on complaint under section 63

#### *Enforcement of Part III*

- 66 Claims under Part III

#### *Non-discrimination notices*

- 67 Issue of non-discrimination notice,
- 68 Appeal against non-discrimination notice
- 69 Investigation as to compliance with non-discrimination notice
- 70 Register of non-discrimination notices

#### *Other enforcement by Commission*

- 71 Persistent discrimination
- 72 Enforcement of ss. 38 to 40
- 73 Preliminary action in employment cases

#### *Help for persons suffering discrimination*

- 74 Help for aggrieved persons in obtaining information etc.
- 75 Assistance by Commission

*Period within which proceedings to be brought*

- 76 Period within which proceedings to be brought

**PART VIII**

## SUPPLEMENTAL

- 77 Validity and revision of contracts  
 78 Educational charities in England and Wales  
 79 Educational endowments etc. to which Part VI of the Education (Scotland) Act 1962 applies  
 80 Power to amend certain provisions of Act  
 81 Orders  
 82 General interpretation provisions  
 83 Transitional and commencement provisions, amendments and repeals  
 84 Financial provisions  
 85 Application to Crown  
 86 Government appointments outside section 6  
 87 Short title and extent

---

**SCHEDULES**

## SCHEDULE 1 — Equal Pay Act 1970

## PART I — AMENDMENTS OF ACT

- 1 (1) In section 1(6), paragraph (b) is repealed and the...  
 2 (1) The following is substituted for section 2(1)—  
 3 In section 6 the following is substituted for subsection (1)—...  
 4 Section 8 is repealed.  
 5 In section 9(1), the words " Except as provided by...  
 6 (1) For references to an equal pay clause in each...

## PART II — ACT AS AMENDED

## SCHEDULE 2 — Transitional Exemption Orders for Educational Admissions

*Public sector (England and Wales)*

- 1 Where under section 13 of the Education Act 1944 (as...  
 2 Regulations under section 33 of the Education Act 1944 may...  
 3 Regulations under section 100 of the Education Act 1944 may...  
 4 Regulations under section 5(2) of the Local Government Act 1974...

*Private sector (England and Wales)*

- 5 (1) In the case of an establishment in England or...

*Public and private sectors (Scotland)*

- 6 Any application for a transitional exemption order made by the...  
 7 An application under paragraph 6 shall specify the transitional period...  
 8 The Secretary of State on any application under paragraph 6...  
 9 The Commission on any application under paragraph 6 may if...

## SCHEDULE 3 — Equal Opportunities Commission

*Incorporation and status*

- 1 On the appointment by the Secretary of State of the...  
2 (1) The Commission is not an emanation of the Crown,...

*Tenure of office of Commissioners*

- 3 (1) A Commissioner shall hold and vacate his office in...

*Tenure of office of chairman and deputy chairmen*

- 4 (1) The chairman and each deputy chairman shall hold and...

*Remuneration of Commissioners*

- 5 The Secretary of State may pay, or make such payments...  
6 Where a person ceases to be a Commissioner otherwise than...

*Additional Commissioners*

- 7 (1) Paragraphs 2(2), 3(1) and (6), and 6 shall apply...

*Staff*

- 8 The Commission may, after consultation with the Secretary of State,...  
9 (1) Employment with the Commission shall be included among the...  
10 The Employers' Liability (Compulsory Insurance) Act 1969 shall not  
require...

*Proceedings and business*

- 11 (1) Subject to the provisions of this Act, the Commission...  
12 The validity of any proceedings of the Commission shall not...  
13 The quorum for meetings of the Commission shall in the...

*Finance*

- 14 The Secretary of State shall pay to the Commission expenses...  
15 (1) The Commission shall keep proper accounts of their income...

*Disqualification Acts*

- 16 (1) In Part II of Schedule 1 to the House...

SCHEDULE 4 — Transitional Provisions

- 1 Section 12 does not apply, as respects any organisation.—  
2 Until 1st January 1978, section 12(2) does not apply to...  
3 (1) Until a date specified by order made by the...  
4 (1) If the responsible body for any educational establishment which...  
5 (1) Section 6 of the Equal Pay Act 1970 (as...

SCHEDULE 5 — Minor and Consequential Amendments

*Factories Act 1961 (c. 34)*

- 1 In section 15(2) (unfenced machinery: operations carried out by  
specified...

*The Registration of Births, Deaths and Marriages (Scotland) Act 1965 (c. 49)*

2 In section 21(6) for the word "woman" there shall be...

*Health and Safety at Work etc. Act 1974 (c. 37)*

3 In Schedule 1, after the entry relating to the Emergency...

*Trade Union and Labour Relations Act 1974 (c. 52)*

4 In Schedule 1, in paragraph 26(1), after "paragraph" there is...

SCHEDULE 6 — Further Repeals