



Equality Act 2010

2010 CHAPTER 15

PART 2

EQUALITY: KEY CONCEPTS

CHAPTER 2

PROHIBITED CONDUCT

Discrimination: supplementary

23 Comparison by reference to circumstances

- (1) On a comparison of cases for the purposes of section 13, 14, or 19 there must be no material difference between the circumstances relating to each case.
- (2) The circumstances relating to a case include a person's abilities if—
 - (a) on a comparison for the purposes of section 13, the protected characteristic is disability;
 - (b) on a comparison for the purposes of section 14, one of the protected characteristics in the combination is disability.
- (3) If the protected characteristic is sexual orientation, the fact that one person (whether or not the person referred to as B) is a civil partner while another is married is not a material difference between the circumstances relating to each case.

24 Irrelevance of alleged discriminator's characteristics

- (1) For the purpose of establishing a contravention of this Act by virtue of section 13(1), it does not matter whether A has the protected characteristic.
- (2) For the purpose of establishing a contravention of this Act by virtue of section 14(1), it does not matter—

Status: Point in time view as at 01/03/2014.

Changes to legislation: Equality Act 2010, Cross Heading: Discrimination: supplementary is up to date with all changes known to be in force on or before 02 June 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)

- (a) whether A has one of the protected characteristics in the combination;
- (b) whether A has both.

25 References to particular strands of discrimination

- (1) Age discrimination is—
 - (a) discrimination within section 13 because of age;
 - (b) discrimination within section 19 where the relevant protected characteristic is age.
- (2) Disability discrimination is—
 - (a) discrimination within section 13 because of disability;
 - (b) discrimination within section 15;
 - (c) discrimination within section 19 where the relevant protected characteristic is disability;
 - (d) discrimination within section 21.
- (3) Gender reassignment discrimination is—
 - (a) discrimination within section 13 because of gender reassignment;
 - (b) discrimination within section 16;
 - (c) discrimination within section 19 where the relevant protected characteristic is gender reassignment.
- (4) Marriage and civil partnership discrimination is—
 - (a) discrimination within section 13 because of marriage and civil partnership;
 - (b) discrimination within section 19 where the relevant protected characteristic is marriage and civil partnership.
- (5) Pregnancy and maternity discrimination is discrimination within section 17 or 18.
- (6) Race discrimination is—
 - (a) discrimination within section 13 because of race;
 - (b) discrimination within section 19 where the relevant protected characteristic is race.
- (7) Religious or belief-related discrimination is—
 - (a) discrimination within section 13 because of religion or belief;
 - (b) discrimination within section 19 where the relevant protected characteristic is religion or belief.
- (8) Sex discrimination is—
 - (a) discrimination within section 13 because of sex;
 - (b) discrimination within section 19 where the relevant protected characteristic is sex.
- (9) Sexual orientation discrimination is—
 - (a) discrimination within section 13 because of sexual orientation;
 - (b) discrimination within section 19 where the relevant protected characteristic is sexual orientation.

Status:

Point in time view as at 01/03/2014.

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