



Equality Act 2010

2010 CHAPTER 15

PART 5

WORK

CHAPTER 1

EMPLOYMENT, ETC.

The Bar

48 Advocates

- (1) An advocate (A) must not discriminate against a person (B)—
 - (a) in the arrangements A makes for deciding who to take as A's devil or to whom to offer membership of a stable;
 - (b) as to the terms on which A offers to take B as A's devil or offers B membership of a stable;
 - (c) by not offering to take B as A's devil or not offering B membership of a stable.
- (2) An advocate (A) must not discriminate against a person (B) who is a devil or a member of a stable—
 - (a) as to the terms on which B is a devil or a member of the stable;
 - (b) in the way A affords B access, or by not affording B access, to opportunities for training or gaining experience or for receiving any other benefit, facility or service;
 - (c) by terminating A's relationship with B (where B is a devil);
 - (d) by subjecting B to pressure to leave the stable;
 - (e) by subjecting B to any other detriment.
- (3) An advocate must not, in relation to a relationship with a devil or membership of a stable, harass—

Status: This is the original version (as it was originally enacted).

- (a) a devil or member;
 - (b) a person who has applied to be taken as the advocate's devil or to become a member of the stable.
- (4) An advocate (A) must not victimise a person (B)—
- (a) in the arrangements A makes for deciding who to take as A's devil or to whom to offer membership of a stable;
 - (b) as to the terms on which A offers to take B as A's devil or offers B membership of a stable;
 - (c) by not offering to take B as A's devil or not offering B membership of a stable.
- (5) An advocate (A) must not victimise a person (B) who is a devil or a member of a stable—
- (a) as to the terms on which B is a devil or a member of the stable;
 - (b) in the way A affords B access, or by not affording B access, to opportunities for training or gaining experience or for receiving any other benefit, facility or service;
 - (c) by terminating A's relationship with B (where B is a devil);
 - (d) by subjecting B to pressure to leave the stable;
 - (e) by subjecting B to any other detriment.
- (6) A person must not, in relation to instructing an advocate—
- (a) discriminate against the advocate by subjecting the advocate to a detriment;
 - (b) harass the advocate;
 - (c) victimise the advocate.
- (7) A duty to make reasonable adjustments applies to an advocate.
- (8) This section (apart from subsection (6)) applies in relation to an advocate's clerk as it applies in relation to an advocate; and for that purpose the reference to an advocate's clerk includes a reference to a person who carries out the functions of an advocate's clerk.
- (9) "Advocate" means a practising member of the Faculty of Advocates.