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Status: Point in time view as at 01/10/2012.
Changes to legislation: Equality Act 2010, Section 76 is up to date with all changes known to be in force
on or before 22 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)
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Equality Act 2010

2010 CHAPTER 15

PART 5

WORK

CHAPTER 3

EQUALITY OF TERMS

Pregnancy and maternity equality

76   Exclusion of pregnancy and maternity discrimination provisions

(1) The relevant pregnancy and maternity discrimination provision has no effect in relation to a term of the woman's work that is modified by a maternity equality clause or rule.

[**F1**(1A) The relevant pregnancy and maternity discrimination provision has no effect in relation to a term of the woman's work—
   (a)   that relates to pay, but
   (b)   in relation to which a maternity equality clause or rule has no effect.]

(2) The inclusion in the woman's terms of a term that requires modification by virtue of section 73(2) or (3) is not pregnancy and maternity discrimination for the purposes of the relevant pregnancy and maternity discrimination provision.

(3) The relevant pregnancy and maternity discrimination provision is, in relation to a description of work given in the first column of the table, the provision referred to in the second column so far as relating to pregnancy and maternity.

Description of work	*Provision*
Employment	Section 39(2)

Appointment to a personal office	Section 49(6)
Appointment to a public office	Section 50(6)

Textual Amendments

F1   S. 76(1A) inserted (30.10.2010) by The Equality Act 2010 (Amendment) Order 2010 (S.I. 2010/2622), **art. 2**

Status:
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