Equality Act 2010

2010 CHAPTER 15

PART 5

WORK

CHAPTER 3

EQUALITY OF TERMS

Supplementary

80 Interpretation and exceptions

(1) This section applies for the purposes of this Chapter.

(2) The terms of a person's work are—

(a) if the person is employed, the terms of the person's employment that are in the person's contract of employment, contract of apprenticeship or contract to do work personally;

(b) if the person holds a personal or public office, the terms of the person's appointment to the office.

(3) If work is not done at an establishment, it is to be treated as done at the establishment with which it has the closest connection.

(4) A person (P) is the responsible person in relation to another person if—

(a) P is the other's employer;

(b) P is responsible for paying remuneration in respect of a personal or public office that the other holds.

(5) A job evaluation study is a study undertaken with a view to evaluating, in terms of the demands made on a person by reference to factors such as effort, skill and decision-making, the jobs to be done—

Status: *Point in time view as at 04/08/2010. This version of this provision has been superseded.*
Changes to legislation: *Equality Act 2010, Section 80 is up to date with all changes known to be in force on or before 02 October 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) by some or all of the workers in an undertaking or group of undertakings, or

(b) in the case of the armed forces, by some or all of the members of the armed forces.

(6) In the case of Crown employment, the reference in subsection (5)(a) to an undertaking is to be construed in accordance with section 191(4) of the Employment Rights Act 1996.

(7) "Civil partnership status" has the meaning given in section 124(1) of the Pensions Act 1995.

(8) Schedule 7 (exceptions) has effect.

Commencement Information

I1 S. 80 wholly in force; s. 80 not in force at Royal Assent see s. 216; s. 80(8) in force for certain purposes at 4.8.2010 by S.I. 2010/1966, **art. 2**; s. 80 in force at 1.10.2010 in so far as not already in force by S.I. 2010/2317, **art. 2(1)(5)(e)** (with art. 15)

Status:
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