
STATUTORY INSTRUMENTS

2003 No. 1660

**The Employment Equality (Religion
or Belief) Regulations 2003**

PART 1

GENERAL

Discrimination on grounds of religion or belief

3.—(1) For the purposes of these Regulations, a person (“A”) discriminates against another person (“B”) if—

- (a) on grounds of religion or belief, A treats B less favourably than he treats or would treat other persons; or
- (b) A applies to B a provision, criterion or practice which he applies or would apply equally to persons not of the same religion or belief as B, but—
 - (i) which puts or would put persons of the same religion or belief as B at a particular disadvantage when compared with other persons,
 - (ii) which puts B at that disadvantage, and
 - (iii) which A cannot show to be a proportionate means of achieving a legitimate aim.

(2) The reference in paragraph (1)(a) to religion or belief does not include A’s religion or belief.

(3) A comparison of B’s case with that of another person under paragraph (1) must be such that the relevant circumstances in the one case are the same, or not materially different, in the other.

Changes to legislation:

There are outstanding changes not yet made by the legislation.gov.uk editorial team to The Employment Equality (Religion or Belief) Regulations 2003. Any changes that have already been made by the team appear in the content and are referenced with annotations.

[View outstanding changes](#)

Changes and effects yet to be applied to :

- Regulations revoked by [2010 c. 15 Sch. 27 Pt. 2](#)
- reg. 3(1)(a) substituted by [2006 c. 3 s. 77\(2\)](#)
- reg. 3(2) omitted by [2006 c. 3 s. 77\(3\)](#)

Changes and effects yet to be applied to the whole Instrument associated Parts and Chapters:

Whole provisions yet to be inserted into this Instrument (including any effects on those provisions):

- Sch. 1A inserted by [S.I. 2003/2828 reg. 3\(6\)](#)
- Sch. 1A para. 1(1) words inserted by [S.I. 2006/1031 Sch. 8 para. 62\(2\)\(b\)](#)
- Sch. 1A para. 1(1) words omitted by [S.I. 2006/1031 Sch. 8 para. 62\(2\)\(a\)](#)
- Sch. 1A para. 1(2) words omitted by [S.I. 2006/1031 Sch. 8 para. 62\(3\)](#)
- Sch. 1B inserted by [S.I. 2004/437 reg. 3\(3\)](#)
- Sch. 4 para. 2(5A) words substituted by [S.I. 2009/3348 art. 22Sch. 1](#)
- reg. 9A inserted by [S.I. 2003/2828 reg. 3\(3\)](#)
- reg. 10(10)(b)(viii) inserted by [S.I. 2007/1388 Sch. 1 para. 150\(b\)](#)
- reg. 11A inserted by [S.I. 2006/594 Sch. para. 36\(5\)](#)
- reg. 17(1)(aa) inserted by [S.I. 2007/2269 reg. 4\(4\)\(b\)](#)
- reg. 20(4A) inserted by [S.I. 2004/437 reg. 3\(2\)](#)
- reg. 30(5) inserted by [S.I. 2003/2828 reg. 3\(5\)](#)
- reg. 34(1A) inserted by [S.I. 2004/752 reg. 17\(g\)\(ii\)](#)

Commencement Orders yet to be applied to the The Employment Equality (Religion or Belief) Regulations 2003

Commencement Orders bringing legislation that affects this Instrument into force:

- [S.I. 2010/2317 art. 2\(15\)\(f\)](#) commences (2010 c. 15)
- [S.I. 2011/1066 art. 2\(h\)](#) commences (2010 c. 15)