



Equality Act 2006

CHAPTER 3

EQUALITY ACT 2006

PART 1

THE COMMISSION FOR EQUALITY AND HUMAN RIGHTS

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- 3 General duty
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- 5 Strategic plan: consultation
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- 24A Enforcement powers: supplemental
- 25 Application to restrain unlawful advertising, pressure, &c.
- 26 Section 25: supplemental
- 27 Conciliation
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- 36 Dissolution
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- 43 Transitional: rented housing in Scotland

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- 44 Religion and belief
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- 48 Section 47: exceptions
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- 50 Section 49: exceptions
- 51 Local education authorities and education authorities
- 52 Public authorities: general

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- 53 Discriminatory practices
- 54 Discriminatory advertisements
- 55 Instructing or causing discrimination

General exceptions

- 56 Statutory requirements
- 57 Organisations relating to religion or belief
- 58 Charities relating to religion or belief
- 59 Faith schools, &c.
- 60 Membership requirement
- 61 Education, training and welfare
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- 63 National security
- 64 Amendment of exceptions

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- 65 Restriction of proceedings
- 66 Claim of unlawful action
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PART 3

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87 National security

Disability discrimination

88 General duty: exceptions

89 National security

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90 National security

PART 5

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91 Repeals

92 Crown application

93 Commencement

94 Extent

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SCHEDULES

SCHEDULE 1 — The Commission: Constitution, &c.

Part 1 — CONSTITUTION

Membership

1 (1) The Secretary of State shall appoint not less than...

2 (1) In appointing Commissioners the Secretary of State shall—

Tenure

3 (1) A Commissioner shall hold and vacate office in accordance...

Chairman

4 (1) The Secretary of State shall appoint—

Part 2 — PROCEEDINGS

Procedure

5 The Commission may regulate its own proceedings (subject to this...

6 (1) The Commission shall determine a quorum for its meetings....

Staff

7 (1) The Commission— (a) shall appoint a chief executive, and...

8 At the end of section 3(2) of the Employers' Liability...

Investigating Commissioners

9 (1) The Commission may appoint one or more Investigating Commissioners....

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Delegation

- 10 (1) The Commission may delegate a function—

Committees

- 11 (1) The Commission may establish one or more committees (to...
12 (1) The Commission may establish one or more committees to...
13 A member of a committee shall hold and vacate office...
14 The Commission— (a) may, to any extent, regulate the proceedings...
15 (1) The Commission may delegate a function to a decision-making...

Scotland Committee

- 16 (1) The Commission shall establish a decision-making committee to be...
17 The Commission shall appoint as the Chairman of the Scotland...
18 The Commission shall appoint each member of the Scotland Committee...
19 The Scotland Committee shall advise the Commission about the exercise...
20 Before exercising a function in a manner which in the...
21 (1) The power under section 13— (a) shall be treated...
22 (1) The power under section 11(2)(c)— (a) shall be treated...
23 In allocating its resources the Commission shall ensure that the...

Wales Committee

- 24 (1) The Commission shall establish a decision-making committee to be...
25 The Commission shall appoint as the Chairman of the Wales...
26 The Commission shall appoint each member of the Wales Committee...
27 The Wales Committee shall advise the Commission about the exercise...
28 Before exercising a function in a manner which in the...
29 (1) The power under section 13— (a) shall be treated...
30 (1) The power under section 11(2)(c)— (a) shall be treated...
31 In allocating its resources the Commission shall ensure that the...

Annual report

- 32 (1) The Commission shall for each financial year prepare a...

Savings

- 33 The validity of proceedings of the Commission shall not be...
34 The validity of proceedings of a committee of the Commission...
Part 3 — MONEY

Remuneration, &c.

- 35 (1) The Commission may pay to the Chairman, a deputy...
36 (1) The Commission may pay sums to or in respect...
37 (1) The Commission may, with the approval of the Secretary...

Secretary of State

- 38 The Secretary of State shall pay to the Commission such...

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Charging

39 The Commission may make a charge for a service provided...

Accounts

40 (1) The Commission shall— (a) keep proper accounting records, and...

Financial year

41 (1) The financial year of the Commission shall be the...
Part 4 — STATUS, &C.

Status

42 (1) The Commission shall not— (a) be regarded as the...

Supervision

43 In Schedule 2 to the Parliamentary Commissioner Act 1967 (c....

Disqualifications

44 (1) In Part II of Schedule 1 to the House...
45 (1) In Part II of Schedule 1 to the Northern...
46 A Commissioner or Investigating Commissioner, and a member of a...

Records

47 In Schedule 1 to the Public Records Act 1958 (c....

Freedom of information

48 In Part VI of Schedule 1 to the Freedom of...
Part 5 — DISABILITY COMMITTEE

Establishment

49 Disability Committee

Membership

50 Disability Committee
51 Disability Committee

Functions

52 Disability Committee
53 Disability Committee
54 Disability Committee

Resources

55 Disability Committee

Report

56 Disability Committee

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5-year review

- 57 Disability Committee
- 58 Disability Committee
- 59 Disability Committee
- 60 Disability Committee
- 61 Disability Committee
- 62 Disability Committee
- 63 Disability Committee
- 64 Disability Committee

SCHEDULE 2 — Inquiries, Investigations and Assessments

Introduction

- 1 This Schedule applies to— (a) inquiries under section 16,

Terms of reference

- 2 Before conducting an inquiry the Commission shall—
- 3 Before conducting an investigation the Commission shall—
- 4 Before conducting an assessment of a person's compliance with a...
- 5 Paragraphs 2 to 4 shall apply in relation to revised...

Representations

- 6 (1) The Commission shall make arrangements for giving persons an...
- 7 Arrangements under paragraph 6 may (but need not) include arrangements...
- 8 (1) The Commission shall consider representations made in relation to...

Evidence

- 9 In the course of an inquiry, investigation or assessment the...
- 10 (1) A notice given to a person under paragraph 9...
- 11 The recipient of a notice under paragraph 9 may apply...
- 12 (1) Sub-paragraph (2) applies where the Commission thinks that a...
- 13 (1) A person commits an offence if without reasonable excuse...
- 14 (1) Where a person is given a notice under paragraph...

Reports

- 15 The Commission shall publish a report of its findings on...

Recommendations

- 16 (1) The Commission may make recommendations— (a) as part of...

Effect of report

- 17 (1) A court or tribunal— (a) may have regard to...
- 18 A person to whom a recommendation in the report of...

Courts and tribunals

- 19 An inquiry, investigation or assessment may not question (whether expressly...

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Intelligence services

20 (1) An inquiry may not consider— (a) whether an intelligence...

SCHEDULE 3 — Amendments Consequential on Part 1

Public Records Act 1958 (c. 51)

1 In Schedule 1 to the Public Records Act 1958 (definition...

Parliamentary Commissioner Act 1967 (c. 13)

2 In Schedule 2 to the Parliamentary Commissioner Act 1967
(departments,...

Superannuation Act 1972 (c. 11)

3 In Schedule 1 to the Superannuation Act 1972 (employments) omit...

House of Commons Disqualification Act 1975 (c. 24)

4 (1) The House of Commons Disqualification Act 1975 shall be...

Northern Ireland Assembly Disqualification Act 1975 (c. 25)

5 (1) The Northern Ireland Assembly Disqualification Act 1975 shall be...

Sex Discrimination Act 1975 (c. 65)

6 The Sex Discrimination Act 1975 shall be amended as follows....

7 In section 37(3) (discriminatory practices) for “sections 67 to 71...

8 At the end of section 38 (discriminatory advertisements) add—

9 At the end of section 39 (instructions to discriminate (which...

10 At the end of section 40 (pressure to discriminate) add—...

11 Part VI (the Equal Opportunities Commission) shall cease to have...

12 Sections 67 to 73 (enforcement) shall cease to have effect....

13 Section 75 (assistance by Equal Opportunities Commission) shall cease
to...

14 (1) Section 76 (timing of proceedings) shall be amended as...

15 Section 76D (public authorities: enforcement) (inserted by section 85
of...

16 Section 76E (codes of practice) (inserted by section 86 of...

17 In section 81 (orders)— (a) in subsection (1) omit the...

18 In section 82 (interpretation)— (a) in subsection (1)—

19 In Schedule 2 (education admissions: transitional exemption)—

20 Schedule 3 (Equal Opportunities Commission) shall cease to have
effect....

Race Relations Act 1976 (c. 74)

21 The Race Relations Act 1976 shall be amended as follows....

22 In section 28(3) (discriminatory practices), for “sections 58 to 62”...

23 At the end of section 29 (discriminatory advertisements) add—

24 At the end of section 30 (instructions to discriminate, &c....

25 At the end of section 31 (pressure to discriminate, &c.)...

26 Part VII (Commission for Racial Equality) shall cease to have...

27 Sections 58 to 64 (enforcement) shall cease to have effect....

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- 28 Section 66 (assistance by Commission for Racial Equality) shall cease...
- 29 (1) Section 68 (timing of proceedings) shall be amended as...
- 30 Section 71C (codes of practice) shall cease to have effect...
- 31 Sections 71D and 71E (general public authority duty: compliance notice)...
- 32 In section 74 (orders and regulations)— (a) in subsection (1)...
- 33 In section 78 (interpretation)— (a) in subsection (1)—
- 34 Schedule 1 (Commission for Racial Equality) shall cease to have...
- 35 In Part II of Schedule 1A (general statutory duty)—

Estate Agents Act 1979 (c. 38)

- 36 The Estate Agents Act 1979 shall be amended as follows....
- 37 In section 9(6) (provision of information to Office of Fair...
- 38 (1) Schedule 1 shall be amended as follows.

Legal Aid (Scotland) Act 1986 (c. 47)

- 39 (1) The Legal Aid (Scotland) Act 1986 shall be amended...

Employment Act 1989 (c. 38)

- 40 In section 28(2) of the Employment Act 1989 (orders) for...

Disability Discrimination Act 1995 (c. 50)

- 41 The Disability Discrimination Act 1995 shall be amended as follows....
- 42 At the end of section 16B (discriminatory advertisements) add—
- 43 At the end of section 16C (instructions and pressure to...
- 44 Section 17B (proceedings by Disability Rights Commission) shall cease to...
- 45 Section 28 (conciliation services) shall cease to have effect.
- 46 In sections 28C(4) and 28T(2) (non-discrimination in education) for “section...
- 47 Section 31B (conciliation services) shall cease to have effect.
- 48 In section 49D(5) for “Disability Rights Commission” substitute “Commission...
- 49 Sections 49E and 49F (public authorities: enforcement) shall cease to...
- 50 Section 49H (let property: conciliation of disputes) shall cease to...
- 51 Section 49I (conciliation of disputes: rented housing in Scotland) shall...
- 52 Section 53A (codes of practice) shall cease to have effect....
- 53 In section 67(5)(b) (regulations and orders) omit the words “53A(6)(a)”....
- 54 In section 68(1) (interpretation), in the definition of “regulations” omit...
- 55 In section 70(5A) for “7B, 49G, 49H and 53A(1D) and...
- 56 (1) For paragraph 6(2) of Schedule 3 (enforcement) substitute—

Employment Tribunals Act 1996 (c. 17)

- 57 After section 21(1)(gb) of the Employment Tribunals Act 1996 (jurisdiction...

Asylum and Immigration Act 1996 (c. 49)

- 58 In section 8A(4)(a) of the Asylum and Immigration Act 1996,...

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Disability Rights Commission Act 1999 (c. 17)

59 The Disability Rights Commission Act 1999 shall cease to have...

Freedom of Information Act 2000 (c. 36)

60 In Part VI of Schedule 1 to the Freedom of...

Anti-terrorism, Crime and Security Act 2001 (c. 24)

61 In Schedule 4 to the Anti-terrorism, Crime and Security Act...

Housing (Scotland) Act 2001 (asp 10)

62 In paragraph 8(e) of Schedule 5 to the Housing (Scotland)...

Housing (Scotland) Act 2006 (asp 01)

63 In each of the following provisions of the Housing (Scotland)...

SCHEDULE 4 — Repeals

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

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

- s. 21(8) inserted by [2023 c. 51 s. 4\(2\)](#)
- s. 24A(1)(aa) inserted by [2023 c. 51 s. 4\(3\)](#)