

Changes to legislation: Equality Act 2010, Paragraph 4 is up to date with all changes known to be in force on or before 18 April 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) View outstanding changes

SCHEDULES

SCHEDULE 23

GENERAL EXCEPTIONS

Training provided to non-^{F1}... residents, etc.

Textual Amendments

F1 Word in Sch. 23 para. 4 heading omitted (31.12.2020) by virtue of [The Equality \(Amendment and Revocation\) \(EU Exit\) Regulations 2019 \(S.I. 2019/305\)](#), regs. 1, **5(9)(a)**; 2020 c. 1, Sch. 5 para. 1(1)

- 4 (1) A person (A) does not contravene this Act, so far as relating to nationality, only by providing a non-resident (B) with training, if A thinks that B does not intend to exercise in Great Britain skills B obtains as a result.
- (2) A non-resident is a person who is not ordinarily resident in [^{F1}Great Britain].
- (3) The reference to providing B with training is—
- (a) if A employs B in relevant employment, a reference to doing anything in or in connection with the employment;
 - (b) if A as a principal allows B to do relevant contract work, a reference to doing anything in or in connection with allowing B to do the work;
 - (c) in a case within paragraph (a) or (b) or any other case, a reference to affording B access to facilities for education or training or ancillary benefits.
- (4) Employment or contract work is relevant if its sole or main purpose is the provision of training in skills.
- (5) In the case of training provided by the armed forces or Secretary of State for purposes relating to defence, sub-paragraph (1) has effect as if—
- ^{F2}(a)
 - (b) in sub-paragraph (4), for “its sole or main purpose is” there were substituted “it is for purposes including”.
- (6) “Contract work” and “principal” each have the meaning given in section 41.

Textual Amendments

F1 Words in Sch. 23 para. 4(2) substituted (31.12.2020) by [The Equality \(Amendment and Revocation\) \(EU Exit\) Regulations 2019 \(S.I. 2019/305\)](#), regs. 1, **5(9)(b)**; 2020 c. 1, Sch. 5 para. 1(1)

F2 Sch. 23 para. 4(5)(a) omitted (31.12.2020) by virtue of [The Equality \(Amendment and Revocation\) \(EU Exit\) Regulations 2019 \(S.I. 2019/305\)](#), regs. 1, **5(9)(c)**; 2020 c. 1, Sch. 5 para. 1(1)

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Commencement Information

- II** Sch. 23 para. 4 wholly in force at 1.10.2012; Sch. 23 not in force at Royal Assent see s. 216; Sch. 23 in force for certain purposes at 1.10.2010 by [S.I. 2010/2317](#), [art. 2\(14\)\(e\)](#) (with [art. 15](#)); Sch. 23 in force for remaining purposes at 1.10.2012 by [S.I. 2012/1569](#), [art. 3\(g\)](#)

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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. 40A inserted by [2023 c. 51 s. 1](#)
- s. 120(9) inserted by [2023 c. 51 s. 2\(b\)](#)
- s. 124A inserted by [2023 c. 51 s. 3](#)