

**Changes to legislation:** Equality Act 2010, Cross Heading: Employment Act 1989 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 26

#### AMENDMENTS

#### [<sup>F1</sup>PART 1

#### ACTS OF PARLIAMENT]

##### Textual Amendments

- F1** Sch. 26: Pt. 1 heading and paras. 1-8 inserted (1.10.2010) by [The Equality Act 2010 \(Consequential Amendments, Saving and Supplementary Provisions\) Order 2010 \(S.I. 2010/2279\)](#), arts. 1(2), 12, [Sch. 1 para. 2](#)

#### *Employment Act 1989*

- [<sup>F1</sup>13 The Employment Act 1989 is amended as follows.

##### Textual Amendments

- F1** Sch. 26 paras. 13, 14 inserted (1.10.2010) by [The Equality Act 2010 \(Consequential Amendments, Saving and Supplementary Provisions\) Order 2010 \(S.I. 2010/2279\)](#), arts. 1(2), 12, [Sch. 1 para. 3](#)

- 14 In section 8 (exemption for discrimination in favour of lone parents in connection with training), in subsection (2), for the words from “for the purposes of the 1975 Act” to the end substitute “for the purposes of the Equality Act 2010 as giving rise to any contravention of Part 5 of that Act, so far as relating to marriage and civil partnership discrimination (within the meaning of that Act).]

##### Textual Amendments

- F1** Sch. 26 paras. 13, 14 inserted (1.10.2010) by [The Equality Act 2010 \(Consequential Amendments, Saving and Supplementary Provisions\) Order 2010 \(S.I. 2010/2279\)](#), arts. 1(2), 12, [Sch. 1 para. 3](#)

- [<sup>F2</sup>15] (1) Section 12 <sup>F3</sup>. . . (Sikhs: requirements as to safety helmets) is amended as follows.
- (2) In subsection (1), for “requirement or condition”, in the first three places, substitute “provision, criterion or practice”.
- (3) In that subsection, for the words from “section 1(1)(b)” to the end substitute “section 19 of the Equality Act 2010 (indirect discrimination), the provision, criterion or practice is to be taken as one in relation to which the condition in subsection (2) (d) of that section (proportionate means of achieving a legitimate aim) is satisfied”.

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- (4) In subsection (2), for the words from “the Race Relations Act” to the end substitute “ section 13 of the Equality Act 2010 as giving rise to discrimination against any other person ”.

**Textual Amendments**

- F2** Sch. 26 para. 5 renumbered (1.10.2010) as para. 15 by The Equality Act 2010 (Consequential Amendments, Saving and Supplementary Provisions) Order 2010 (S.I. 2010/2279), arts. 1(2), 12, **Sch. 1 para. 1(b)**
- F3** Words in Sch. 26 para. 15 omitted (1.10.2010) by virtue of The Equality Act 2010 (Consequential Amendments, Saving and Supplementary Provisions) Order 2010 (S.I. 2010/2279), arts. 1(2), 12, **Sch. 1 para. 4**

[<sup>F4</sup>16 In section 28 (orders etc.), omit subsections (2), (3) and (4)(a).

**Textual Amendments**

- F4** Sch. 26 paras. 16-60 inserted (1.10.2010) by The Equality Act 2010 (Consequential Amendments, Saving and Supplementary Provisions) Order 2010 (S.I. 2010/2279), arts. 1(2), 12, **Sch. 1 para. 5**

17 In section 29(1) (interpretation), omit the definition of “the 1975 Act”.]

**Textual Amendments**

- F4** Sch. 26 paras. 16-60 inserted (1.10.2010) by The Equality Act 2010 (Consequential Amendments, Saving and Supplementary Provisions) Order 2010 (S.I. 2010/2279), arts. 1(2), 12, **Sch. 1 para. 5**

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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](#)