



Equality Act 2010

2010 CHAPTER 15

PART 5 **U.K.**

WORK

CHAPTER 3 **E+W+S**

EQUALITY OF TERMS

Supplementary

79 **Comparators** **E+W+S**

- (1) This section applies for the purposes of this Chapter.
 - (2) If A is employed, B is a comparator if subsection [^{F1}(3), (4), (4A) or (4B)] applies.
 - (3) This subsection applies if—
 - (a) B is employed by A's employer or by an associate of A's employer, and
 - (b) A and B work at the same establishment.
 - (4) This subsection applies if—
 - (a) B is employed by A's employer or an associate of A's employer,
 - (b) B works at an establishment other than the one at which A works, and
 - (c) common terms apply at the establishments (either generally or as between A and B).
- [^{F2}(4A) This subsection applies if a single body—
- (a) is responsible for setting or continuing the terms on which A and B are employed, and
 - (b) is in a position to ensure equal treatment between A and B in respect of such terms.

Changes to legislation: Equality Act 2010, Cross Heading: Supplementary is up to date with all changes known to be in force on or before 24 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

- (4B) This subsection applies if the terms on which A and B are employed are governed by the same collective agreement.]
- (5) If A holds a personal or public office, B is a comparator if—
- (a) B holds a personal or public office, and
 - (b) the person responsible for paying A is also responsible for paying B.
- (6) If A is a relevant member of the House of Commons staff, B is a comparator if—
- (a) B is employed by the person who is A's employer under subsection (6) of section 195 of the Employment Rights Act 1996, or
 - (b) if subsection (7) of that section applies in A's case, B is employed by the person who is A's employer under that subsection.
- (7) If A is a relevant member of the House of Lords staff, B is a comparator if B is also a relevant member of the House of Lords staff.
- (8) Section 42 does not apply to this Chapter; accordingly, for the purposes of this Chapter only, holding the office of constable is to be treated as holding a personal office.
- (9) For the purposes of this section, employers are associated if—
- (a) one is a company of which the other (directly or indirectly) has control, or
 - (b) both are companies of which a third person (directly or indirectly) has control.
- [^{F3}(10) In subsection (4B) “collective agreement” has the same meaning as in the Trade Union and Labour Relations (Consolidation) Act 1992 (see section 178 of that Act).]

Textual Amendments

- F1** Words in s. 79(2) substituted (1.1.2024) by [The Equality Act 2010 \(Amendment\) Regulations 2023 \(S.I. 2023/1425\)](#), regs. 1(2), **5(2)**
- F2** S. 79(4A)(4B) inserted (1.1.2024) by [The Equality Act 2010 \(Amendment\) Regulations 2023 \(S.I. 2023/1425\)](#), regs. 1(2), **5(3)**
- F3** S. 79(10) inserted (1.1.2024) by [The Equality Act 2010 \(Amendment\) Regulations 2023 \(S.I. 2023/1425\)](#), regs. 1(2), **5(4)**

80 Interpretation and exceptions **E+W+S**

- (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;

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- (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—
 - (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.
- ^{F4}(7)
- (8) Schedule 7 (exceptions) has effect.

Textual Amendments

F4 S. 80(7) omitted (13.3.2014) by virtue of [The Marriage \(Same Sex Couples\) Act 2013 \(Consequential and Contrary Provisions and Scotland\) Order 2014 \(S.I. 2014/560\)](#), art. 1(2), **Sch. 1 para. 35(3)**

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](#))

Changes to legislation:

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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](#)