



Equality Act 2010

2010 CHAPTER 15

PART 9

ENFORCEMENT

CHAPTER 3

EMPLOYMENT TRIBUNALS

120 Jurisdiction

- (1) An employment tribunal has, subject to section 121, jurisdiction to determine a complaint relating to—
 - (a) a contravention of Part 5 (work);
 - (b) a contravention of section 108, 111 or 112 that relates to Part 5.
- (2) An employment tribunal has jurisdiction to determine an application by a responsible person (as defined by section 61) for a declaration as to the rights of that person and a worker in relation to a dispute about the effect of a non-discrimination rule.
- (3) An employment tribunal also has jurisdiction to determine an application by the trustees or managers of an occupational pension scheme for a declaration as to their rights and those of a member in relation to a dispute about the effect of a non-discrimination rule.
- (4) An employment tribunal also has jurisdiction to determine a question that—
 - (a) relates to a non-discrimination rule, and
 - (b) is referred to the tribunal by virtue of section 122.
- (5) In proceedings before an employment tribunal on a complaint relating to a breach of a non-discrimination rule, the employer—
 - (a) is to be treated as a party, and
 - (b) is accordingly entitled to appear and be heard.

Status: Point in time view as at 01/01/2024.

Changes to legislation: Equality Act 2010, Chapter 3 is up to date with all changes known to be in force on or before 23 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)

- (6) Nothing in this section affects such jurisdiction as the High Court, [^{F1}the county court], the Court of Session or the sheriff has in relation to a non-discrimination rule.
- (7) Subsection (1)(a) does not apply to a contravention of section 53 in so far as the act complained of may, by virtue of an enactment, be subject to an appeal or proceedings in the nature of an appeal.
- (8) In subsection (1), the references to Part 5 do not include a reference to section 60(1) [^{F2}or 60A(1)].

Textual Amendments

- F1** Words in s. 120(6) substituted (22.4.2014) by [Crime and Courts Act 2013 \(c. 22\), s. 61\(3\), Sch. 9 para. 52](#); [S.I. 2014/954, art. 2\(c\)](#) (with [art. 3](#)) (with transitional provisions and savings in [S.I. 2014/956, arts. 3-11](#))
- F2** Words in s. 120(8) inserted (1.1.2024) by [The Equality Act 2010 \(Amendment\) Regulations 2023 \(S.I. 2023/1425\), regs. 1\(2\), 4\(5\)](#)

Commencement Information

- I1** S. 120 wholly in force; s. 120 not in force at Royal Assent see s. 216; s. 120 in force at 1.10.2010 by [S.I. 2010/2317, art. 2\(1\)\(9\)\(f\)](#) (with [art. 15](#), and subject to transitional provision in [art. 7](#))

121 Armed forces cases

- (1) Section 120(1) does not apply to a complaint relating to an act done when the complainant was serving as a member of the armed forces unless—
 - (a) the complainant has made a service complaint about the matter, and
 - (b) the complaint has not been withdrawn.
- [^{F3}(2) Where the complaint is dealt with by a person or panel appointed by the Defence Council by virtue of section 340C(1)(a) of the 2006 Act, it is to be treated for the purposes of subsection (1)(b) as withdrawn if—
 - (a) the period allowed in accordance with service complaints regulations for bringing an appeal against the person's or panel's decision expires, [^{F4}...
 - [^{F5}(aa) there are grounds (of which the complainant is aware) on which the complainant is entitled to bring such an appeal, and]
 - (b) either—
 - (i) the complainant does not apply to the Service Complaints Ombudsman for a review by virtue of section [^{F6}340D(6)(a)] of the 2006 Act (review of decision that appeal brought out of time cannot proceed), or
 - (ii) the complainant does apply for such a review and the Ombudsman decides that an appeal against the person's or panel's decision cannot be proceeded with.]
- [^{F7}(3)
- [^{F7}(4)
- (5) The making of a complaint to an employment tribunal in reliance on subsection (1) does not affect the continuation of [^{F8} the procedures set out in service complaints regulations.]

Status: Point in time view as at 01/01/2024.

Changes to legislation: Equality Act 2010, Chapter 3 is up to date with all changes known to be in force on or before 23 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)

[^{F9}(6) In this section—

“the 2006 Act” means the Armed Forces Act 2006;

“service complaints regulations” means regulations made under section 340B(1) of the 2006 Act.]

Textual Amendments

- F3** S. 121(2) substituted (1.1.2016) by [Armed Forces \(Service Complaints and Financial Assistance\) Act 2015 \(c. 19\), s. 7\(1\), Sch. para. 13\(2\)](#); S.I. 2015/1957, reg. 2 (with savings and transitional provisions in S.I. 2015/1969)
- F4** Word in s. 121(2)(a) omitted (1.5.2022 for specified purposes, 15.6.2022 in so far as not already in force) by virtue of [Armed Forces Act 2021 \(c. 35\), s. 24\(1\), Sch. 3 para. 8\(a\)](#); S.I. 2022/471, reg. 2(d); S.I. 2022/625, reg. 2
- F5** S. 121(2)(aa) inserted (1.5.2022 for specified purposes, 15.6.2022 in so far as not already in force) by [Armed Forces Act 2021 \(c. 35\), s. 24\(1\), Sch. 3 para. 8\(b\)](#); S.I. 2022/471, reg. 2(d); S.I. 2022/625, reg. 2
- F6** Word in s. 121(2)(b)(i) substituted (1.5.2022 for specified purposes, 15.6.2022 in so far as not already in force) by [Armed Forces Act 2021 \(c. 35\), s. 24\(1\), Sch. 3 para. 8\(c\)](#); S.I. 2022/471, reg. 2(d); S.I. 2022/625, reg. 2
- F7** S. 121(3)(4) omitted (1.1.2016) by virtue of [Armed Forces \(Service Complaints and Financial Assistance\) Act 2015 \(c. 19\), s. 7\(1\), Sch. para. 13\(3\)](#); S.I. 2015/1957, reg. 2 (with savings and transitional provisions in S.I. 2015/1969)
- F8** Words in s. 121(5) substituted (1.1.2016) by [Armed Forces \(Service Complaints and Financial Assistance\) Act 2015 \(c. 19\), s. 7\(1\), Sch. para. 13\(4\)](#); S.I. 2015/1957, reg. 2 (with savings and transitional provisions in S.I. 2015/1969)
- F9** S. 121(6) inserted (1.1.2016) by [Armed Forces \(Service Complaints and Financial Assistance\) Act 2015 \(c. 19\), s. 7\(1\), Sch. para. 13\(5\)](#); S.I. 2015/1957, reg. 2 (with savings and transitional provisions in S.I. 2015/1969)

Commencement Information

- I2** S. 121 wholly in force; s. 121 not in force at Royal Assent see s. 216; s. 121 in force at 1.10.2010 by S.I. 2010/2317, [art. 2\(1\)\(9\)\(f\)](#) (with [art. 15](#), and subject to transitional provision in [art. 7](#))

122 References by court to tribunal, etc.

- (1) If it appears to a court in which proceedings are pending that a claim or counter-claim relating to a non-discrimination rule could more conveniently be determined by an employment tribunal, the court may strike out the claim or counter-claim.
- (2) If in proceedings before a court a question arises about a non-discrimination rule, the court may (whether or not on an application by a party to the proceedings)—
 - (a) refer the question, or direct that it be referred by a party to the proceedings, to an employment tribunal for determination, and
 - (b) stay or sist the proceedings in the meantime.

Commencement Information

- I3** S. 122 wholly in force; s. 122 not in force at Royal Assent see s. 216; s. 122 in force at 1.10.2010 by S.I. 2010/2317, [art. 2\(1\)\(9\)\(f\)](#) (with [art. 15](#), and subject to transitional provision in [art. 7](#))

Status: Point in time view as at 01/01/2024.

Changes to legislation: Equality Act 2010, Chapter 3 is up to date with all changes known to be in force on or before 23 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)

123 Time limits

- (1) ^{F10}Subject to ^{F11}^{F12}section] 140B]] proceedings on a complaint within section 120 may not be brought after the end of—
 - (a) the period of 3 months starting with the date of the act to which the complaint relates, or
 - (b) such other period as the employment tribunal thinks just and equitable.
- (2) Proceedings may not be brought in reliance on section 121(1) after the end of—
 - (a) the period of 6 months starting with the date of the act to which the proceedings relate, or
 - (b) such other period as the employment tribunal thinks just and equitable.
- (3) For the purposes of this section—
 - (a) conduct extending over a period is to be treated as done at the end of the period;
 - (b) failure to do something is to be treated as occurring when the person in question decided on it.
- (4) In the absence of evidence to the contrary, a person (P) is to be taken to decide on failure to do something—
 - (a) when P does an act inconsistent with doing it, or
 - (b) if P does no inconsistent act, on the expiry of the period in which P might reasonably have been expected to do it.

Textual Amendments

- F10** Words in s. 123(1) inserted (20.5.2011 with application as mentioned in regs. 3, 4 of the amending S.I.) by [The Cross-Border Mediation \(EU Directive\) Regulations 2011 \(S.I. 2011/1133\)](#), [reg. 56](#)
- F11** Words in s. 123(1) substituted (6.4.2014) by [Enterprise and Regulatory Reform Act 2013 \(c. 24\)](#), s. 103(3), [Sch. 2 para. 43](#); S.I. 2014/253, art. 3(g)
- F12** Word in s. 123(1) substituted (31.12.2020) by [The Cross-Border Mediation \(EU Directive\) \(EU Exit\) Regulations 2019 \(S.I. 2019/469\)](#), [reg. 1\(1\)](#), [Sch. 1 para. 17\(3\)](#) (with [reg. 5](#)) (as amended by S.I. 2020/1493, [regs. 1\(1\)](#), [4\(5\)\(6\)](#)); 2020 c. 1, [Sch. 5 para. 1\(1\)](#)

Commencement Information

- I4** S. 123 wholly in force; s. 123 not in force at Royal Assent see s. 216; s. 123 in force at 1.10.2010 by [S.I. 2010/2317](#), [art. 2\(1\)\(9\)\(f\)](#) (with [art. 15](#), and subject to transitional provision in [art. 7](#))

124 Remedies: general

- (1) This section applies if an employment tribunal finds that there has been a contravention of a provision referred to in section 120(1).
- (2) The tribunal may—
 - (a) make a declaration as to the rights of the complainant and the respondent in relation to the matters to which the proceedings relate;
 - (b) order the respondent to pay compensation to the complainant;
 - (c) make an appropriate recommendation.

Status: Point in time view as at 01/01/2024.

Changes to legislation: Equality Act 2010, Chapter 3 is up to date with all changes known to be in force on or before 23 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)

- (3) An appropriate recommendation is a recommendation that within a specified period the respondent takes specified steps for the purpose of obviating or reducing the adverse effect^{F13} on the complainant] of any matter to which the proceedings relate—
- ^{F14}(a)
 - ^{F14}(b)
- (4) Subsection (5) applies if the tribunal—
- (a) finds that a contravention is established by virtue of section 19 [^{F15}or 19A], but
 - (b) is satisfied that the provision, criterion or practice was not applied with the intention of discriminating against the complainant.
- (5) It must not make an order under subsection (2)(b) unless it first considers whether to act under subsection (2)(a) or (c).
- (6) The amount of compensation which may be awarded under subsection (2)(b) corresponds to the amount which could be awarded by [^{F16}the county court] or the sheriff under section 119.
- (7) If a respondent fails, without reasonable excuse, to comply with an appropriate recommendation^{F17} ..., the tribunal may—
- (a) if an order was made under subsection (2)(b), increase the amount of compensation to be paid;
 - (b) if no such order was made, make one.

Textual Amendments

- F13** Words in s. 124(3) inserted (1.10.2015) by Deregulation Act 2015 (c. 20), ss. 2(1)(a), 115(7); S.I. 2015/994, art. 11(a) (with Sch. Pt. 1)
- F14** S. 124(3)(a)(b) omitted (1.10.2015) by virtue of Deregulation Act 2015 (c. 20), ss. 2(1)(b), 115(7); S.I. 2015/994, art. 11(a) (with Sch. Pt. 1)
- F15** Words in s. 124(4)(a) inserted (1.1.2024) by The Equality Act 2010 (Amendment) Regulations 2023 (S.I. 2023/1425), regs. 1(2), 3(6)
- F16** Words in s. 124(6) substituted (22.4.2014) by Crime and Courts Act 2013 (c. 22), s. 61(3), Sch. 9 para. 52; S.I. 2014/954, art. 2(c) (with art. 3) (with transitional provisions and savings in S.I. 2014/956, arts. 3-11)
- F17** Words in s. 124(7) omitted (1.10.2015) by virtue of Deregulation Act 2015 (c. 20), ss. 2(2)(a), 115(7); S.I. 2015/994, art. 11(a) (with Sch. Pt. 1)

Commencement Information

- I5** S. 124 wholly in force; s. 124 not in force at Royal Assent see s. 216; s. 124 in force at 1.10.2010 by S.I. 2010/2317, art. 2(1)(9)(f) (with art. 15, and subject to transitional provision in art. 7)

^{F18}**125 Remedies: national security**

.....

Textual Amendments

- F18** S. 125 omitted (1.10.2015) by virtue of Deregulation Act 2015 (c. 20), ss. 2(2)(b), 115(7); S.I. 2015/994, art. 11(a) (with Sch. Pt. 1)

Status: Point in time view as at 01/01/2024.

Changes to legislation: Equality Act 2010, Chapter 3 is up to date with all changes known to be in force on or before 23 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)

Commencement Information

- I6** S. 125 wholly in force; s. 125 not in force at Royal Assent see s. 216; s. 125 in force at 1.10.2010 by S.I. 2010/2317, **art. 2(1)(9)(f)** (with **art. 15**, and subject to transitional provision in **art. 7**)

126 Remedies: occupational pension schemes

- (1) This section applies if an employment tribunal finds that there has been a contravention of a provision referred to in section 120(1) in relation to—
- (a) the terms on which persons become members of an occupational pension scheme, or
 - (b) the terms on which members of an occupational pension scheme are treated.
- (2) In addition to anything which may be done by the tribunal under section 124 the tribunal may also by order declare—
- (a) if the complaint relates to the terms on which persons become members of a scheme, that the complainant has a right to be admitted to the scheme;
 - (b) if the complaint relates to the terms on which members of the scheme are treated, that the complainant has a right to membership of the scheme without discrimination.
- (3) The tribunal may not make an order under subsection (2)(b) of section 124 unless—
- (a) the compensation is for injured feelings, or
 - (b) the order is made by virtue of subsection (7) of that section.
- (4) An order under subsection (2)—
- (a) may make provision as to the terms on which or the capacity in which the claimant is to enjoy the admission or membership;
 - (b) may have effect in relation to a period before the order is made.

Commencement Information

- I7** S. 126 wholly in force; s. 126 not in force at Royal Assent see s. 216; s. 126 in force at 1.10.2010 by S.I. 2010/2317, **art. 2(1)(9)(f)** (with **art. 15**, and subject to transitional provision in **art. 7**)

Status:

Point in time view as at 01/01/2024.

Changes to legislation:

Equality Act 2010, Chapter 3 is up to date with all changes known to be in force on or before 23 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.