



Equality Act 2010

2010 CHAPTER 15

PART 9 **E+W+S**

ENFORCEMENT

CHAPTER 5 **E+W+S**

MISCELLANEOUS

[^{F1}140B Extension of time limits to facilitate conciliation before institution of proceedings **E+W+S**

(1) This section applies where a time limit is set by section 123(1)(a) or 129(3) or (4).

^{F2} ...

(2) In this section—

(a) Day A is the day on which the complainant or applicant concerned complies with the requirement in subsection (1) of section 18A of the Employment Tribunals Act 1996 (requirement to contact ACAS before instituting proceedings) in relation to the matter in respect of which the proceedings are brought, and

(b) Day B is the day on which the complainant or applicant concerned receives or, if earlier, is treated as receiving (by virtue of regulations made under subsection (11) of that section) the certificate issued under subsection (4) of that section.

(3) In working out when the time limit set by section 123(1)(a) or 129(3) or (4) expires the period beginning with the day after Day A and ending with Day B is not to be counted.

(4) If the time limit set by section 123(1)(a) or 129(3) or (4) would (if not extended by this subsection) expire during the period beginning with Day A and ending one month after Day B, the time limit expires instead at the end of that period.

Changes to legislation: Equality Act 2010, Section 140B 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

- (5) The power conferred on the employment tribunal by subsection (1)(b) of section 123 to extend the time limit set by subsection (1)(a) of that section is exercisable in relation to that time limit as extended by this section.]

Textual Amendments

- F1** S.140B inserted (6.4.2014) by [Enterprise and Regulatory Reform Act 2013 \(c. 24\)](#), [Sch. 2 para. 45](#); [S.I. 2014/253](#), [art. 3\(g\)](#)
- F2** Words in s. 140B(1) omitted (31.12.2020) by virtue of [The Cross-Border Mediation \(EU Directive\) \(EU Exit\) Regulations 2019 \(S.I. 2019/469\)](#), reg. 1(1), [Sch. 1 para. 17\(6\)](#) (with reg. 5 (as amended by [S.I. 2020/1493](#), regs. 1(1), 4(5)(6))); 2020 c. 1, Sch. 5 para. 1(1)

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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](#)