



Equality Act 2010

2010 CHAPTER 15

PART 5 U.K.

WORK

CHAPTER 2 E+W+S

OCCUPATIONAL PENSION SCHEMES

61 Non-discrimination rule E+W+S

- (1) An occupational pension scheme must be taken to include a non-discrimination rule.
- (2) A non-discrimination rule is a provision by virtue of which a responsible person (A)—
 - (a) must not discriminate against another person (B) in carrying out any of A's functions in relation to the scheme;
 - (b) must not, in relation to the scheme, harass B;
 - (c) must not, in relation to the scheme, victimise B.
- (3) The provisions of an occupational pension scheme have effect subject to the non-discrimination rule.
- (4) The following are responsible persons—
 - (a) the trustees or managers of the scheme;
 - (b) an employer whose employees are, or may be, members of the scheme;
 - (c) a person exercising an appointing function in relation to an office the holder of which is, or may be, a member of the scheme.
- (5) A non-discrimination rule does not apply in relation to a person who is a pension credit member of a scheme.
- (6) An appointing function is any of the following—
 - (a) the function of appointing a person;

Changes to legislation: Equality Act 2010, Section 61 is up to date with all changes known to be in force on or before 25 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

- (b) the function of terminating a person's appointment;
 - (c) the function of recommending a person for appointment;
 - (d) the function of approving an appointment.
- (7) A breach of a non-discrimination rule is a contravention of this Part for the purposes of Part 9 (enforcement).
- (8) It is not a breach of a non-discrimination rule for the employer or the trustees or managers of a scheme to maintain or use in relation to the scheme rules, practices, actions or decisions relating to age which are of a description specified by order by a Minister of the Crown.
- (9) An order authorising the use of rules, practices, actions or decisions which are not in use before the order comes into force must not be made unless the Minister consults such persons as the Minister thinks appropriate.
- (10) A non-discrimination rule does not have effect in relation to an occupational pension scheme in so far as an equality rule has effect in relation to it (or would have effect in relation to it but for Part 2 of Schedule 7).
- (11) A duty to make reasonable adjustments applies to a responsible person.

Modifications etc. (not altering text)

- C1** S. 61 excluded (10.3.2022 for specified purposes) by the [Public Service Pensions and Judicial Offices Act 2022 \(c. 7\)](#), **ss. 30, 131(1)(2)(a)(b)** (with **ss. 31(1), 32**)
- C2** S. 61 excluded (10.3.2022 for specified purposes, 4.7.2023 in so far as not already in force) by [Public Service Pensions and Judicial Offices Act 2022 \(c. 7\)](#), **ss. 66, 131(1)(2)(c)** (with **ss. 67(1), 68**); [S.I. 2023/746](#), reg. 2(a)
- C3** S. 61 excluded (10.3.2022 for specified purposes, 1.10.2023 in so far as not already in force) by [Public Service Pensions and Judicial Offices Act 2022 \(c. 7\)](#), **ss., 30, 131(2)(a)(b)** (with **ss. 31(1), 32**)
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Commencement Information

- I1** S. 61 wholly in force; s. 61 not in force at Royal Assent see s. 216; s. 61(8)(9) in force for certain purposes at 6.7.2010 by [S.I. 2010/1736](#), **art. 2, Sch.**; s. 61 in force at 1.10.2010 in so far as not already in force by [S.I. 2010/2317](#), **art. 2(1)(5)(b)** (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](#)