
STATUTORY INSTRUMENTS

2003 No. 1660

EMPLOYMENT AND TRAINING

RELIGION OR BELIEF DISCRIMINATION

**The Employment Equality (Religion
or Belief) Regulations 2003**

Made - - - - 26th June 2003

Coming into force 2nd December 2003

**THE EMPLOYMENT EQUALITY (RELIGION
OR BELIEF) REGULATIONS 2003**

PART 1

GENERAL

1. Citation, commencement and extent
2. Interpretation
3. Discrimination on grounds of religion or belief
4. Discrimination by way of victimisation
5. Harassment on grounds of religion or belief

PART II

DISCRIMINATION IN EMPLOYMENT AND VOCATIONAL TRAINING

6. Applicants and employees
7. Exception for genuine occupational requirement
8. Contract workers
9. Meaning of employment and contract work at establishment in Great Britain
10. Office-holders etc
11. Police
12. Barristers
13. Advocates
14. Partnerships
15. Trade organisations
16. Qualifications bodies
17. Providers of vocational training

Changes to legislation: There are outstanding changes not yet made by the legislation.gov.uk editorial team to The Employment Equality (Religion or Belief) Regulations 2003. Any changes that have already been made by the team appear in the content and are referenced with annotations. (See end of Document for details) View outstanding changes

18. Employment agencies, careers guidance etc
19. Assisting persons to obtain employment etc
20. Institutions of further and higher education
21. Relationships which have come to an end

PART III

OTHER UNLAWFUL ACTS

22. Liability of employers and principals
23. Aiding unlawful acts

PART IV

GENERAL EXCEPTIONS FROM PARTS II AND III

24. Exception for national security
25. Exceptions for positive action
26. Protection of Sikhs from discrimination in connection with requirements as to wearing of safety helmets

PART V

ENFORCEMENT

27. Restriction of proceedings for breach of Regulations
28. Jurisdiction of employment tribunals
29. Burden of proof: employment tribunals
30. Remedies on complaints in employment tribunals
31. Jurisdiction of county and sheriff courts
32. Burden of proof: county and sheriff courts
33. Help for persons in obtaining information etc
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PART VI

SUPPLEMENTAL

35. Validity of contracts, collective agreements and rules of undertakings
 36. Application to the Crown etc
 37. Application to House of Commons staff
 38. Application to House of Lords staff
 39. Savings of, and amendments to, legislation
- Signature

SCHEDULES

SCHEDULE 1 — Norwegian part of the Frigg Gas Field

1. The part of the Norwegian sector of the Continental Shelf...
2. In this Schedule, the “Dividing Line” means the dividing line...

SCHEDULE 2 — Questionnaire of person aggrieved

To (name of person to be questioned) of
..... (address)

1. (1) I (name of questioner) of
(address) consider...

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2. Do you agree that the statement in paragraph 1(2) above...
3. Do you accept that your treatment of me was unlawful...
4. (Any other questions you wish to ask.)
5. My address for any reply you may wish to give...

SCHEDULE 3 — Reply by respondent

To (name of questioner) of
.....(address)

1. I(name of person questioned) of(address) hereby acknowledge receipt...
2. [I agree that the statement in paragraph 1(2) of the...
3. I accept/dispute that my treatment of you was unlawful discrimination...
4. (Replies to questions in paragraph 4 of the questionnaire.)
5. I have deleted (in whole or in part) the paragraph(s)...

SCHEDULE 4 — Validity of contracts, collective agreement and rules of undertakings

Part 1 — *Validity and revision of contracts*

1. (1) A term of a contract is void where—...
2. (1) Paragraph 1(3) does not apply—
3. (1) On the application of a person interested in...

Part 2 — *Collective agreements and rules of undertakings*

4. (1) This Part of this Schedule applies to—
5. A person to whom this paragraph applies may present a...
6. In the case of a complaint about—
7. In the case of a complaint about a rule made...
8. (1) When an employment tribunal finds that a complaint...
9. The avoidance by virtue of paragraph 4(2) of any term...
10. In this Schedule “collective agreement” means any agreement relating to...

SCHEDULE 5 — Amendments to legislation

1. The Employment Tribunals Act 1996 is amended as follows—
2. Section 126(1)(b)(compensation for acts which are both unfair dismissal and...
3. Sub-paragraph (b) of the definition of “an award under the...
4. In the Employment Act 2002 at the end of each...

Explanatory Note

Changes to legislation:

There are outstanding changes not yet made by the legislation.gov.uk editorial team to The Employment Equality (Religion or Belief) Regulations 2003. Any changes that have already been made by the team appear in the content and are referenced with annotations.

[View outstanding changes](#)

Changes and effects yet to be applied to :

- Sch 4 Pt 1 para 2 am by [S.I. 2004/2520 reg 2](#)
- Sch. 4 para. 2(5)(a) words substituted by [S.I. 2009/3348 art. 23Sch. 2](#)
- Regulations revoked by [2010 c. 15 Sch. 27 Pt. 2](#)
- reg. 2(1) substituted by [2006 c. 3 s. 77\(1\)](#)
- reg. 2(3) word omitted by [S.I. 2007/2269 reg. 4\(2\)](#)
- reg. 2(3) words inserted by [S.I. 2007/2269 reg. 4\(2\)](#)
- reg. 2(3) words substituted by [S.I. 2003/2828 reg. 3\(2\)](#)
- reg. 3(1)(a) substituted by [2006 c. 3 s. 77\(2\)](#)
- reg. 3(2) omitted by [2006 c. 3 s. 77\(3\)](#)
- reg. 10(8)(b) words substituted by [S.I. 2007/1388 Sch. 1 para. 150\(a\)](#)
- reg. 11(1) words inserted by [S.I. 2006/594 Sch. para. 36\(2\)](#)
- reg. 11(2) words inserted by [S.I. 2006/594 Sch. para. 36\(3\)](#)
- reg. 11(7) words revoked by [S.I. 2006/594 Sch. para. 36\(4\)](#)
- reg. 16(3) words inserted by [S.I. 2007/2269 reg. 4\(3\)\(a\)](#)
- reg. 16(3) words inserted by [S.I. 2007/2269 reg. 4\(3\)\(b\)](#)
- reg. 17 heading substituted by [S.I. 2007/2269 reg. 4\(4\)\(a\)](#)
- reg. 17(4) words inserted by [S.I. 2007/2269 reg. 4\(4\)\(c\)\(i\)](#)
- reg. 17(4) words substituted by [S.I. 2007/2269 reg. 4\(4\)\(c\)\(ii\)](#)
- reg. 17(4) words substituted by [S.I. 2007/2269 reg. 4\(4\)\(c\)\(iii\)\(aa\)](#)
- reg. 17(4) words substituted by [S.I. 2007/2269 reg. 4\(4\)\(c\)\(iii\)\(bb\)](#)
- reg. 18(6)(a) words inserted by [S.I. 2007/2269 reg. 4\(5\)\(a\)](#)
- reg. 18(6)(a) words inserted by [S.I. 2007/2269 reg. 4\(5\)\(b\)](#)
- reg. 20(4) words inserted by [S.I. 2004/437 reg. 3\(1\)](#)
- reg. 27(2) words inserted by [S.I. 2003/2828 reg. 3\(4\)](#)
- reg. 33(4)(a) substituted by [S.I. 2004/752 reg. 17\(g\)\(i\)](#)
- reg. 36(9) substituted by [S.I. 2008/1696 reg. 4\(2\)](#)
- reg. 36(11) words substituted by [S.I. 2008/1696 reg. 4\(3\)](#)
- reg. 39(1)(a) words inserted by [S.I. 2003/2037 reg. 6](#)

Changes and effects yet to be applied to the whole Instrument associated Parts and Chapters:

Whole provisions yet to be inserted into this Instrument (including any effects on those provisions):

- Sch. 1A inserted by [S.I. 2003/2828 reg. 3\(6\)](#)
- Sch. 1A para. 1(1) words inserted by [S.I. 2006/1031 Sch. 8 para. 62\(2\)\(b\)](#)
- Sch. 1A para. 1(1) words omitted by [S.I. 2006/1031 Sch. 8 para. 62\(2\)\(a\)](#)
- Sch. 1A para. 1(2) words omitted by [S.I. 2006/1031 Sch. 8 para. 62\(3\)](#)
- Sch. 1B inserted by [S.I. 2004/437 reg. 3\(3\)](#)
- Sch. 4 para. 2(5A) words substituted by [S.I. 2009/3348 art. 22Sch. 1](#)
- reg. 9A inserted by [S.I. 2003/2828 reg. 3\(3\)](#)
- reg. 10(10)(b)(viii) inserted by [S.I. 2007/1388 Sch. 1 para. 150\(b\)](#)
- reg. 11A inserted by [S.I. 2006/594 Sch. para. 36\(5\)](#)
- reg. 17(1)(aa) inserted by [S.I. 2007/2269 reg. 4\(4\)\(b\)](#)
- reg. 20(4A) inserted by [S.I. 2004/437 reg. 3\(2\)](#)
- reg. 30(5) inserted by [S.I. 2003/2828 reg. 3\(5\)](#)
- reg. 34(1A) inserted by [S.I. 2004/752 reg. 17\(g\)\(ii\)](#)

Commencement Orders yet to be applied to the The Employment Equality (Religion or Belief) Regulations 2003

Commencement Orders bringing legislation that affects this Instrument into force:

- [S.I. 2010/2317 art. 2\(15\)\(f\)](#) commences (2010 c. 15)
- [S.I. 2011/1066 art. 2\(h\)](#) commences (2010 c. 15)