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STATUTORY INSTRUMENTS

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**2004 No. 2520**

**EMPLOYMENT AND TRAINING**

**RELIGION OR BELIEF DISCRIMINATION**

**The Employment Equality (Religion or Belief)  
Regulations 2003 (Amendment) (No.2) Regulations 2004**

<i>Made</i>	- - - -	<i>20th September 2004</i>
<i>Laid before Parliament</i>		<i>24th September 2004</i>
<i>Coming into force</i>	- -	<i>1st October 2004</i>

The Secretary of State, being a Minister designated for the purposes of section 2(2) of the European Communities Act 1972<sup>(1)</sup> in relation to discrimination<sup>(2)</sup>, in exercise of the powers conferred on her by that provision, hereby makes the following Regulations:

**Citation, commencement and interpretation**

1.—(1) These Regulations may be cited as The Employment Equality (Religion or Belief) Regulations 2003 (Amendment) (No.2) Regulations 2004 and shall come into force on 1st October 2004.

(2) In these Regulations, “the Principal Regulations” means The Employment Equality (Religion or Belief) Regulations 2003<sup>(3)</sup>.

**Amendments to the Principal Regulations**

2. After sub-paragraph (5) of paragraph 2 of Schedule 4 (validity of contracts, collective agreements and rules of undertakings) to the Principal Regulations insert –

“(5A) A person shall be treated as being a qualified lawyer within sub-paragraph (5)(a) if he is a Fellow of the Institute of Legal Executives employed by a solicitors' practice.”

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(1) 1972 c. 68.

(2) See the European Communities (Designation) (no.3) Order 2002 (S.I.2002/1819).

(3) S.I. 2003/1660, to which there are amendments which are irrelevant to these Regulations.

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**Status:** This is the original version (as it was originally made). This item of legislation is currently only available in its original format.

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20th September 2004

*Jacqui Smith,*  
Minister of State for Industry and the Regions  
and Deputy Minister for Women and Equality,  
Department of Trade and Industry

## **EXPLANATORY NOTE**

*(This note is not part of the Regulations)*

These Regulations amend The Employment Equality (Religion or Belief) Regulations 2003. The effect of the amendments is to extend the descriptions of person validly able to give advice in relation to compromise agreements under those Regulations to a Fellow of the Institute of Legal Executives employed by a solicitors' practice. A Regulatory Impact Assessment has not been prepared.