

OXFORD



BLACKSTONE'S GUIDE TO
The Equality Act 2010

Fourth Edition

Edited by **ANTHONY ROBINSON**
DAVID RUEBAIN
SUSIE UPPAL

Includes a copy of the Act

BLACKSTONE'S GUIDE TO
The Equality Act 2010
FOURTH EDITION

BLACKSTONE'S GUIDE TO

The Equality Act 2010

FOURTH EDITION

Edited by
Anthony Robinson, David Ruebain,
and Susie Uppal

OXFORD
UNIVERSITY PRESS

OXFORD

UNIVERSITY PRESS

Great Clarendon Street, Oxford, OX2 6DP,
United Kingdom

Oxford University Press is a department of the University of Oxford.
It furthers the University's objective of excellence in research, scholarship,
and education by publishing worldwide. Oxford is a registered trade mark of
Oxford University Press in the UK and in certain other countries

© Oxford University Press 2021

The moral rights of the authors have been asserted

First Edition published in 2010
Second Edition published in 2012
Third Edition published in 2016
Fourth Edition published in 2021

Impression: 1

All rights reserved. No part of this publication may be reproduced, stored in
a retrieval system, or transmitted, in any form or by any means, without the
prior permission in writing of Oxford University Press, or as expressly permitted
by law, by licence or under terms agreed with the appropriate reprographics
rights organization. Enquiries concerning reproduction outside the scope of the
above should be sent to the Rights Department, Oxford University Press, at the
address above

You must not circulate this work in any other form
and you must impose this same condition on any acquirer

Crown copyright material is reproduced under Class Licence
Number C01P0000148 with the permission of OPSI
and the Queen's Printer for Scotland

Published in the United States of America by Oxford University Press
198 Madison Avenue, New York, NY 10016, United States of America

British Library Cataloguing in Publication Data

Data available

Library of Congress Control Number: 2020951486

ISBN 978-0-19-887087-6

DOI: 10.1093/oso/9780198870876.001.0001

Printed and bound by
CPI Group (UK) Ltd, Croydon, CR0 4YY

Links to third party websites are provided by Oxford in good faith and
for information only. Oxford disclaims any responsibility for the materials
contained in any third party website referenced in this work.

Foreword

Equality – you might think it is quite a simple idea but in fact it is very complicated and very controversial. When the law first began to tackle race and sex discrimination in the 1960s and 1970s, the idea of equality was that ‘like cases should be treated alike’. Women should be treated the same as men. Blacks should be treated the same as whites. But that also meant that men should be treated the same as women and whites should be treated the same as blacks, despite the historic advantages that men and whites had enjoyed and the historic disadvantages that women and blacks had suffered. A simple enough idea: but even then there were questions. What areas of activity should be covered by the law? And should there be any exceptions? And even in those early days, it was understood that treating everyone in the same way did not always have the same impact on both sexes or all races. So we had the first complication – the concept of indirect discrimination: imposing a requirement which one sex would find harder to meet than the other and which could not be objectively justified. This was a small contribution to levelling the playing field. A much greater contribution to levelling the playing field but introducing complexity came with the Disability Discrimination Act of 1995. Disabled people had sometimes to be treated differently from others if they were to have genuine equality of opportunity. Reasonable adjustments would have to be made. People might be treated better because of their disability but not worse because of it.

Then the range of personal characteristics protected from discrimination was extended further – principally to include sexual orientation, religion or belief, and age. Delicate balances had to be struck: the law had to decide deciding whether a person or body who sincerely believed that they had to treat certain people differently from others should be allowed to do so.

The next question was what to do about securing genuine equality for traditionally excluded or disadvantaged groups? To what extent is it possible to discriminate in their favour in order to bring their level of participation up to that of the traditionally advantaged groups? What is the difference between affirmative action to help bring them on and positive discrimination in their favour? And perhaps the biggest question of all: if we believe in the equal dignity of all human beings we probably also believe in diversity as a good in itself. A diverse body not only looks better than a homogenous one: it is also likely to make better decisions. But to what extent is it permissible to take the benefits of having a diverse team into account in training and recruitment decisions?

Over time we have moved on a little from equality of *treatment*, towards equality of *opportunity*, but we are still a long way from equality of *outcome* – and perhaps we always should be. Readers who are interested in these niceties might like to start with the chapter by Rachel Crasnow QC on ‘Redressing the Balance’.

The resulting legislation is enormously complex. The Equality Act 2010 replaced the rag bag of separate, characteristic-based laws with a single law which was meant to be coherent and easy to understand. But it has 218 sections and 28 schedules (one repealed). There are also numerous sets of regulations made under the Act. It is not easy to look up the answer to a simple question by looking at the legislation. This book aims to provide that guide. The fact that it is now in its fourth edition after only ten years since the Act was passed shows what a mammoth task that is. But it also shows how necessary it is.

Brenda Hale

Preface

Although all the editors and some of the chapter authors were previously employed by the Equality and Human Rights Commission, any views expressed are our own and not those of the Commission, and we must take responsibility for the errors. The law is stated as at December 2020.

Anthony Robinson, David Ruebain, and Susie Uppal
November 2020

Acknowledgements

The editors and authors would again like to acknowledge all those who helped to ensure that this legislation became an Act and that its provisions came into force quickly after Royal Assent, at the time making the final version perhaps one of the most impressive domestic equality laws anywhere in the world.

The editors would particularly like to acknowledge and thank John Wadham, our friend and former colleague, who was instrumental in the instigation of this book and was our co-editor in the first three editions. In addition, the editors would like to thank those authors of previous editions who have not been able to help with this one—Sarfraz Khan (Chapter 1), Keith Ashcroft (Chapter 3), Esther Maynard and Brenda Parkes (Chapter 4), Nony Ardill (Chapter 5), and Ulele Burnham (Chapter 8). A special thanks to Andy Redman, Zoe Tustin, and Arokia Anthuvan Rani from Oxford University Press, who have been helpful and supportive to us throughout the draft of this edition. Finally, we are very appreciative of Lady Hale agreeing to give up her time to consider this volume and write the Foreword.

The royalties from this publication are to be paid to the Equal Rights Trust, a charity whose mission is to combat discrimination and promote equality as a fundamental human right and a principle of social justice.

Anthony Robinson, David Ruebain, and Susie Uppal
November 2020

Contents—Summary

LIST OF CONTRIBUTORS	xxv
TABLE OF CASES	xxxi
TABLE OF LEGISLATION	xliii
1. INTRODUCTION AND BACKGROUND	1
<i>Robin Allen QC</i>	
2. PROTECTED CHARACTERISTICS	15
<i>Razia Karim</i>	
3. CORE RIGHTS AND DUTIES	34
<i>Anna Beale</i>	
4. EMPLOYMENT RIGHTS AND DUTIES, STATUTORY OFFICE HOLDERS, AND VOLUNTEERS	57
<i>Elizabeth George and Karen Jackson</i>	
5. SERVICES, PUBLIC FUNCTIONS, AND TRANSPORT	81
<i>Chris Fry</i>	
6. EDUCATION	123
<i>Catherine Casserley</i>	
7. PREMISES	145
<i>Catherine Casserley</i>	
8. THE PUBLIC SECTOR EQUALITY DUTY AND THE SOCIO-ECONOMIC DUTY	163
<i>Laura Prince</i>	
9. PUBLIC PROCUREMENT AND TRANSPARENCY IN THE PRIVATE SECTOR	176
<i>Tom Brown</i>	
10. ENFORCEMENT	195
<i>Glynis Craig</i>	
11. EQUALITY OF TERMS	209
<i>Rhodri McDonald and Sophie Buckley</i>	

12. REDRESSING THE BALANCE: POSITIVE ACTION, QUOTAS, POLITICAL SHORTLISTS, AND ASSOCIATIONS <i>Rachel Crasnow QC</i>	224
13. INTERNATIONAL OBLIGATIONS AND THE HUMAN RIGHTS ACT <i>Peter Reading</i>	260
APPENDIX: EQUALITY ACT 2010 (AS AMENDED) <i>Rana Ranjit</i>	289
INDEX	527

Contents—Detailed

LIST OF CONTRIBUTORS	xxv
TABLE OF CASES	xxxix
TABLE OF LEGISLATION	xliii

1. INTRODUCTION AND BACKGROUND

A. Territorial Application	1.01
B. History and Sources of Equality Law in the UK	1.03
1. Background	1.03
2. Race and Sex Discrimination Law in the 1960s–1970s	1.05
3. Disability Discrimination	1.08
4. The Public Sector Duties	1.10
5. Provisions Entering UK Law as a Result of EU Law	1.16
C. The Introduction and Passage of the Equality Act 2010	1.19
1. Consultation on the Policy	1.19
2. The Bill in Parliament: the House of Commons	1.26
3. The Bill in Parliament: the House of Lords	1.32
D. Structure of the Act	1.36
E. Brexit and UK Equality Law	1.41

2. PROTECTED CHARACTERISTICS

A. Introduction	2.01
B. Age	2.03
1. Introduction	2.03
2. Meaning of Age Group	2.05
C. Disability	2.10
1. Introduction	2.10
2. Meaning of Disability and Disabled Person	2.12
3. Long Term Effect	2.19
4. Recurring Conditions	2.24
5. Substantial Adverse Effect	2.28
6. Disregard for Medical Treatment and Other Measures	2.31
7. Severe Disfigurement	2.34
8. Normal Day-to-day Activities	2.35
9. Certain Medical Conditions	2.41
10. Progressive Conditions	2.42
11. Deemed Disability	2.43
12. Genetic Conditions	2.44
13. Excluded Impairments	2.45

D. Gender Reassignment	2.49
1. Introduction	2.49
2. Meaning of Gender Reassignment	2.50
E. Marriage and Civil Partnership	2.54
1. Introduction	2.54
2. Meaning of Marriage and Civil Partnership	2.55
F. Race	2.58
1. Introduction	2.58
2. Meaning of Race	2.59
3. Ethnic Origins	2.62
4. National Origins	2.64
5. Meaning of a Racial Group	2.65
G. Religion or Belief	2.67
1. Introduction	2.67
2. Meaning of Religion or Belief	2.68
3. Meaning of Religion	2.71
4. Meaning of Belief	2.73
5. Religious Belief	2.74
6. Philosophical Belief	2.76
7. Manifestation of Religion or Belief	2.79
H. Sex	2.81
1. Introduction	2.81
2. Meaning of Sex	2.82
I. Sexual Orientation	2.83
1. Introduction	2.83
2. Meaning of Sexual Orientation	2.84
J. Pregnancy and Maternity	2.89
1. Introduction	2.89
2. The Protected Period	2.95
3. Pregnancy of Hers/Unfavourable Treatment Because of Own Pregnancy	2.99
4. Surrogacy Discrimination	2.100
 3. CORE RIGHTS AND DUTIES	
A. Introduction	3.01
B. Direct Discrimination	3.03
1. Comparator	3.04
2. Less Favourable Treatment	3.07
3. Causation	3.09
(a) Discrimination Because of a Perception or Association	3.12
(b) Shared Protected Characteristics	3.14
4. Exceptions	3.15
(a) Age	3.16
(b) Positive Action	3.17
(c) Asymmetrical Protection Against Direct Disability Discrimination	3.18
(d) Marriage and Civil Partnership	3.19

(e) Sex, Pregnancy, and Maternity	3.20
(f) Religion and Belief	3.22
5. Advertising an Intention to Discriminate	3.23
C. Discrimination Arising from Disability	3.24
1. Unfavourable Treatment	3.25
2. Causation	3.27
3. Justification	3.28
4. Knowledge	3.29
5. Relationship with Duty to Make Reasonable Adjustments	3.31
D. Gender Reassignment—Absence from Work	3.32
E. Pregnancy and Maternity Discrimination	3.33
1. Non-work Cases	3.34
2. Work Cases	3.37
3. Causation	3.40
4. Unfavourable Treatment	3.41
F. Indirect Discrimination	3.42
1. Application of a Provision, Criterion, or Practice	3.45
2. Comparative Disadvantage	3.47
3. Justification	3.52
4. Motive	3.56
G. Reasonable Adjustments	3.57
1. The Limbs of the Duty	3.59
2. Substantial Disadvantage in Comparison with Persons Who are Not Disabled	3.61
3. Discharging the Duty	3.63
4. The Trigger for the Duty	3.65
5. Costs	3.67
6. Binding Obligations which Prevent Alterations	3.68
H. Harassment	3.70
1. Harassment Related to a Protected Characteristic	3.71
(a) Unwanted Conduct	3.72
(b) Related to a Protected Characteristic	3.73
(c) ‘Purpose’ or ‘Effect’	3.75
(d) The Proscribed Consequences	3.78
2. Sexual Harassment	3.79
3. Less Favourable Treatment Because of a Person’s Reaction to Harassment	3.80
4. Relationship with Other Provisions	3.82
5. Third Party Harassment	3.83
I. Victimization	3.84
1. Protected Acts	3.86
2. Subject to a Detriment	3.88
3. Causation	3.90
J. Associative Discrimination	3.92
K. Burden of Proof	3.96

4. EMPLOYMENT RIGHTS AND DUTIES, STATUTORY OFFICE HOLDERS, AND VOLUNTEERS	
A. Introduction	4.01
B. Employment	4.03
1. Applicants for Work and Employees	4.04
2. Meaning of Employment	4.08
3. Volunteers	4.11
4. Illegality	4.17
5. Territorial Scope	4.20
6. Harassment	4.21
(a) Third Party Harassment	4.22
(b) Harassment of a Sexual Nature (Sexual Harassment)	4.24
(c) Discrimination because of a Person's Reaction to Harassment of a Sexual Nature or Related to Gender Reassignment or Sex	4.25
7. Post-employment Discrimination and Harassment	4.26
8. Liability for Discrimination in Employment	4.29
(a) Employers and Principals	4.29
(b) Employees	4.31
(c) Contract Workers	4.33
9. Discrimination in Other Occupations	4.41
(a) Police Officers	4.42
(b) Partnerships and Limited Liability Partnerships (LLPs)	4.48
(c) Barristers and their Clerks	4.49
(d) Office-holders	4.50
10. Qualifications Bodies	4.56
11. Employment Service Providers	4.59
12. Trade Organizations	4.61
13. Local Authority Members	4.62
14. Pre-employment Enquiries about Disability and Health	4.63
C. Occupational Pension Schemes	4.71
D. The Duty to Make Reasonable Adjustments in Work	4.74
1. Generally	4.74
2. Application of the Duty to Different Work Contexts	4.83
3. Concurrent Duties to Make Reasonable Adjustments	4.84
4. Contract Workers	4.85
E. Exceptions to the Work Provisions	4.86
1. Occupational Requirements	4.87
2. Organized Religions	4.91
3. Organizations with an Ethos Based on Religion or Belief	4.95
4. Armed Forces	4.97
5. Age Exceptions	4.98
(a) Retirement	4.99
(b) Service-related Benefits	4.100
(c) Redundancy	4.103

(d) Life Insurance	4.104
(e) National Minimum Wage	4.105
(f) Child Care	4.106
6. General Exceptions	4.107
(a) Maternity Leave Benefits	4.108
(b) Benefits Dependent on Marital Status	4.109
(c) Provision of Services to the Public	4.110
(d) Insurance Contracts	4.112
 5. SERVICES, PUBLIC FUNCTIONS, AND TRANSPORT	
A. Services and Public Functions	5.01
1. Introduction	5.01
2. Application of Part 3	5.07
3. What is a Service?	5.12
4. What is a Public Function?	5.16
5. What is Unlawful in Relation to Services?	5.22
6. The Duty to Make Reasonable Adjustments	5.36
(a) The Duty to Make Reasonable Adjustments in the Provision of Services	5.36
(b) What Adjustments are ‘Reasonable’?	5.42
(c) Making Reasonable Adjustments to Physical Features	5.44
(d) The Duty to Make Reasonable Adjustments in the Exercise of Public Functions	5.49
(e) Reasonable Adjustments to Premises	5.51
7. Services and Public Functions Exceptions	5.52
(a) Overview	5.52
(b) General Exceptions	5.57
(c) Schedule 3 Exceptions	5.83
B. Transport	5.143
1. Disability Discrimination and Transport Provision	5.143
(a) Introduction	5.143
(b) Ships and Hovercrafts	5.145
(c) Transport—Application of the Services Provisions	5.146
(d) Transport—Reasonable Adjustments	5.147
(e) Interpretation	5.158
(f) Air Transport	5.162
2. Part 12—Disabled Persons’ Transport	5.165
3. Taxi Accessibility	5.167
(a) Generally	5.167
(b) Designated Transport Facilities	5.172
(c) Taxi Licences	5.178
(d) Exemption from Taxi Accessibility Regulations	5.180
(e) Passengers in Wheelchairs	5.186
4. Public Service Vehicles	5.215
5. Rail Vehicles	5.220

6. EDUCATION

A. Education	6.01
1. Introduction	6.01
2. Schools Scope	6.02
3. Interpretation	6.03
4. Disabled Pupils	6.19
5. Accessibility Strategies and Plans	6.25
6. Preparing and Implementing the Strategy	6.29
7. Preparing and Implementing the Accessibility Plan	6.32
8. Interpretation	6.37
9. Reasonable Adjustments	6.41
10. Exceptions	6.47
(a) Admission to Single-sex Schools, Single-sex Boarding at Schools, and Single-sex Schools Turning Co-educational	6.48
(b) Religious or Belief-related Discrimination	6.53
(c) Disability Discrimination	6.57
11. Further and Higher Education	6.61
(a) Generally	6.61
(b) What is Unlawful	6.63
(c) Disabled Students and Prospective Students	6.72
12. Further and Higher Education Courses	6.81
(a) Generally	6.81
(b) The Duty to Make Reasonable Adjustments	6.89
13. Recreational or Training Facilities	6.95
(a) Generally	6.95
(b) The Duty to Make Reasonable Adjustments	6.102
14. Reasonable Adjustments and Education—Generally	6.107
15. Exceptions	6.112
(a) Generally	6.112
(b) Single-sex Institutions	6.113
(c) Transitional Exemption Order	6.115
(d) Higher or Further Education Institutions	6.117
(e) Institutions with a Religious Ethos	6.118
(f) Benefits Dependent on Marital Status	6.119
(g) Child Care	6.120
(h) Educational Charities and Endowments	6.121
16. General Qualifications Bodies	6.124
(a) Generally	6.124
(b) What is Unlawful	6.127
(c) Limitations of the Provisions	6.133
(d) Reasonable Adjustments	6.134

7. PREMISES

A. Introduction	7.01
B. Premises	7.02
1. Generally	7.02
2. Interpretation of Premises Provisions	7.03

3. Scope of the Provisions	7.04
4. Disposal and Management of Premises	7.09
(a) Disposal	7.09
(b) Permission for Disposal	7.14
(c) Management of Premises	7.21
5. Reasonable Adjustments	7.43
(a) Generally	7.43
(b) Leasehold and Commonhold Premises	7.47
(c) Knowledge of the Need for an Adjustment	7.48
(d) The Duty to Make Reasonable Adjustments in Relation to Let Premises	7.49
(e) The Duty to Make Reasonable Adjustments in Relation to Premises to Let	7.59
(f) The Duty in Relation to Commonhold Units	7.63
(g) Physical Features	7.68
(h) The Duty to Make Reasonable Adjustments in Relation to Common Parts	7.70
6. Victimization	7.89
7. Improvements to Let Dwelling Houses	7.91
8. Exceptions	7.102
(a) Private Disposals of Premises by an Owner Occupier	7.103
(b) Small Premises	7.108
 8. THE PUBLIC SECTOR EQUALITY DUTY AND THE SOCIO-ECONOMIC DUTY	
A. Introduction	8.01
B. The Socio-economic Duty	8.03
C. The Public Sector Equality Duty	8.04
1. The Aim of the PSED	8.04
2. The Statutory Provisions	8.05
3. Who Does the PSED Apply To?	8.09
4. When Does the PSED Apply?	8.14
5. What Does Compliance with the PSED Consist Of?	8.18
6. Examples of the Types of Issues ‘Due Regard’ Must be Had to under the PSED	8.21
7. How Much Regard is ‘Due’?	8.22
8. The Weight Given to the PSED Objectives	8.27
9. Specific Duties	8.29
10. The Relevance of Non-statutory Guidance	8.33
11. Territorial Scope of the PSED	8.35
12. Exceptions	8.36
13. Enforcement of PSED	8.37
14. Remedy for Breach of the General PSED Duty	8.38
15. Other Implications of a Failure to Comply with the PSED	8.42

9. PUBLIC PROCUREMENT AND TRANSPARENCY IN THE PRIVATE SECTOR	
A. Introduction	9.01
B. Furthering Equality in Public Procurement through the General Equality Duty	9.04
1. The Possibility under the Act for a Specific Public Procurement Equality Duty	9.09
2. The Proposed Scope of the Specific Public Procurement Duty	9.15
3. EU Control of Public Procurement	9.17
4. Award Criteria for Public Contracts	9.20
5. ECJ Case Law on Using Social Criteria in Public Procurement	9.24
6. Article 70 of the Public Sector Directive	9.41
7. Exclusion from Consideration: Serious Professional Misconduct	9.46
8. Putting the Procurement Equality Duty into Practice	9.50
9. The Equality Act (Statutory Duties) (Wales) Regulations 2011	9.55
10. The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012/162	9.56
C. Employment Data in the Public Sector	9.59
1. Wales	9.62
2. Scotland	9.64
3. England and the United Kingdom	9.69
D. Transparency in the Private Sector	9.70
1. Discussing Terms and Conditions of Employment with Colleagues	9.70
2. Gender Pay Gap Information	9.82
3. Equal Pay Audits	9.92
E. Conclusion	9.93
10. ENFORCEMENT	
A. The Civil Courts	10.03
1. Jurisdiction	10.03
2. Time Limits in the Civil Courts	10.09
3. Remedies in the Civil Courts	10.15
B. Employment Tribunals	10.18
1. Jurisdiction in the Employment Tribunal	10.18
2. Time Limits in the Employment Tribunal	10.25
3. Remedies in the Employment Tribunal	10.31
C. Equality of Terms (Equal Pay)	10.35
1. Time Limits	10.36
2. Assessment of Work of Equal Value	10.42
3. Remedies in Non-pension Cases	10.44
4. Remedies in Pension Cases	10.46
D. Criminal Offences	10.50

E. Contracts and Other Agreements	10.52
F. Miscellaneous	10.57
1. Burden of Proof	10.57
2. Obtaining Information, etc.	10.58
3. Interest	10.60
4. Equal Pay Audits	10.61
5. Conduct Giving Rise to Separate Proceedings	10.63
6. Enforcement by the Equality and Human Rights Commission	10.64
7. Territoriality	10.83
 11. EQUALITY OF TERMS	
A. Introduction	11.01
B. Equality of Terms in Context	11.06
1. Equality of Terms and Discrimination Law	11.06
2. Equality of Terms and European Law	11.09
C. The Sex Equality Provisions	11.10
1. When Do the Sex Equality Provisions Apply?	11.11
2. Effect of a Sex Equality Clause or Rule	11.12
(a) Effect of a Sex Equality Clause—Contract Claims	11.12
(b) Effect of a Sex Equality Rule—Pension Claims	11.17
3. What Must the Claimant Establish?	11.21
4. Equal Work	11.23
(a) Like Work	11.24
(b) Work Rated as Equivalent	11.27
(c) Work of Equal Value	11.30
5. Comparator	11.32
(a) Employment Claims	11.36
(b) Claims by Office Holders	11.41
(c) Comparators in Pension Claims	11.42
6. Terms	11.43
7. Material Factor Defence	11.44
(a) Material Factor Defence in Contract Claims	11.44
(b) Material Factor Defence in Pension Claims	11.53
8. Exceptions to the Effect of a Sex Equality Clause or Rule	11.55
9. Sex Equality Rule—Limits on Retrospectivity	11.57
D. Maternity Equality	11.59
1. Equality in Pay: Maternity Equality Clause	11.60
(a) Exceptions	11.61
(b) Effect	11.62
2. Equality in Pensions—Maternity Equality Rule	11.68
(a) When it Applies	11.68
(b) Effect	11.69
(c) Limitations on Application	11.72

12. REDRESSING THE BALANCE: POSITIVE ACTION, QUOTAS, POLITICAL SHORTLISTS, AND ASSOCIATIONS	
A. Introduction	12.01
B. What Positive Action is Permitted by European Law?	12.07
C. International Equality Law	12.16
D. Genuine Occupational Requirements	12.18
E. The Position up to the Equality Act 2010	12.25
F. Positive Action in the Equality Act 2010	12.27
G. Positive Action in Relation to Work: Recruitment or Promotion	12.28
1. The Type of Permissible Action	12.29
2. What Do ‘Disadvantage’ and ‘Disproportionately Low’ Mean?	12.31
3. There Must Not be a Policy to Discriminate	12.38
4. ‘As qualified as’	12.39
H. The Progress of the Positive Action Provisions within the EQA 2010	12.55
1. Positive Action Initiatives	12.57
I. Positive Action and the Quotas Debate	12.62
J. Positive Action in Relation to Political Parties	12.74
K. Political Shortlists	12.79
L. Positive Action When Neither Section 159 Nor Section 104 Applies	12.89
M. Gender and Ethnic Pay Reporting	12.108
N. Positive Action and Human Rights: Temporary Measures	12.118
O. Associations	12.125
13. INTERNATIONAL OBLIGATIONS AND THE HUMAN RIGHTS ACT	
A. Introduction	13.01
B. Brexit and the Future Effect of European Union Law	13.06
1. Ending the Role of EU Law	13.06
2. The Existing EU Laws, Principles, and Institutions	13.11
(a) The EU Treaties	13.12
(b) Equality Directives	13.20
(c) EU Charter of Fundamental Rights	13.35
(d) Principles on the Implementation and Interpretation of EU Law	13.40
(e) The CJEU and the Preliminary Ruling Procedure	13.49
3. The Future Effect of EU Law on the Act	13.63
(a) Legal Requirements and Effects of Brexit	13.64
(b) The Future Status of the CJEU and its Case Law	13.69
(c) EU Charter of Fundamental Rights	13.77

C. The European Convention on Human Rights and the Human Rights Act	13.85
1. The European Convention on Human Rights	13.85
2. The Relationship between the Equality Act and the Human Rights Act	13.86
3. Significance of ECHR Rights for Equality Law	13.89
(a) Article 3	13.90
(b) Article 8	13.95
(c) Article 9	13.104
4. Article 14: The Right to Non-discrimination	13.113
(a) The Developing Importance of Article 14	13.113
(b) The Scope of Article 14	13.116
(c) Direct and Indirect Discrimination	13.120
(d) Justification	13.124
D. The United Nations Conventions	13.129
APPENDIX: EQUALITY ACT 2010 (AS AMENDED)	289
INDEX	527

List of Contributors

EDITORS

Anthony Robinson is an Assistant Director in the Professional Regulation Directorate at the Nursing & Midwifery Council. He set up and is the Managing Partner of the Human Rights & Equalities Consultancy. He was the Director of Casework and Litigation at the EHRC. Prior to this Anthony was the Director of Legal Services at the Commission for Racial Equality. He was one of the founders of Euroneb that became Equinet (the European Network of Equality Bodies). He has published widely on these areas and is a regular conference speaker. Anthony is a CEDR accredited mediator.

David Ruebain is Chief Executive of the Conservatoire for Dance and Drama. Prior to that, he was Chief Executive of the Equality Challenge Unit, a policy and research agency funded to advance equality and diversity in the UK further and higher education sectors. Before that, he was a practising solicitor for 21 years; latterly as Director of Legal Policy at the Equality and Human Rights Commission of Great Britain and before that as a Partner at and founder of the department of Education, Equality and Disability Law at Levenes Solicitors. David is also a Visiting Professor of Law at Birkbeck University of London. He is an ADR Group accredited mediator, a judge on the annual Guardian University Awards, equality adviser to the English FA Premier League, a member of the Diversity and Inclusion Strategic Advisory Board of the Wellcome Trust, and a Fellow of the British American Project. David has published widely and taught nationally and internationally on education, disability, and equality law and has been involved in numerous voluntary organizations, drafting Private Members Bills and in making oral representations to Committees of Parliament. He was a member of the Advisory Group of the Office for Fair Access, a Trustee of Action on Disability and Development International, a Member of the Rights & Justice Committee of the Joseph Rowntree Charitable Trust, a past Chair of the Law Society of England and Wales' Mental Health and Disability Committee, a Board member of Equinet—the European Network of Equality Bodies, a Short Term Expert to a European Union Twinning Project, and an ADR Group Accredited Mediator. David is the winner of RADAR's People of the Year Award for Achievement in the Furtherance of Human Rights of Disabled People in the UK, 2002. He was also shortlisted for the Law Society's Gazette Centenary Award for Lifetime Achievement—Human Rights, in November 2003. In August 2006, David was listed as one of the 25 Most Influential Disabled People in the UK by *Disability Now* Magazine. He was listed in the Disability News Service's 'Influence Index' and is listed in three editions of the Disability Power List.

Susie Uppal is the Chief Executive and Solicitor of the Press Recognition Panel, the independent body set up to ensure that any organization which regulates the press is independent, properly funded and able to protect the public, while recognizing the important role carried out by the press. Susie is a solicitor and was previously Senior Ombudsman at The Legal Ombudsman, Director of Legal Enforcement at the EHRC, (where she led the Commission's work on Judicial Reviews, Inquiries and investigations) and before that Head of

Enforcement for the Gambling Commission. She has also conducted forensic investigations for the Solicitors Regulation Authority, served as an independent member of the Regulatory Affairs Board of the Law Society and was a Commercial Litigation solicitor in private practice for many years. In addition to leading on a number of high profile investigations, inquiries, and actions in domestic courts and European courts Susie has a wealth of experience in building and leading organizations through transformational change.

CONTRIBUTORS

Robin Allen QC is Queen's Counsel and a Recorder; from 2002–2018 he was Head of Cloisters barristers' chambers, and from 2013–2019 he chaired the Bar Council's Equality and Diversity Committee. He has specialized in employment, discrimination, public, and human rights law since the 1970s, working throughout Europe and the UK. He advised the European Commission over the use of Article 13 EC to make the Equality Directives and was also a member of the Government's Human Rights Act Task Force. He has appeared in numerous leading domestic and ECJ equality cases. He is a former special legal adviser to the UK's Disability Rights Commission, a former Chair of the Employment Law Bar Association, and a founder member of the Discrimination Law Association. He has worked with the Equality Authority, the Equality Commission for Northern Ireland, and the EHRC. In 2018 he gave the prestigious Hamlyn Lectures, which were published in 2020 as *Making Comparisons in Equality Law*. His other books include *Employment Law and Human Rights* (with Rachel Crasnow QC and others) and *Family Rights at Work* (also with Rachel Crasnow).

Anna Beale is a barrister at Cloisters chambers who specializes in employment, discrimination, clinical negligence and personal injury law. She has extensive experience of litigating discrimination claims under the Equality Act, including representing many thousands of employees in several of the most high profile public and private sector mass equal pay claims. She is a fee-paid Employment Judge, and a member of the EHRC's panel of counsel. Anna is very familiar with the European aspects of employment and discrimination law, having co-authored a comparative report on Age and Employment for the European Commission in 2011, and conducted seminars for the Commission and the Academy of European Law on equality matters. Anna is also the co-author of *Employment Law and Human Rights* (3rd edn, OUP 2018), a co-editor of *Discrimination in Employment: a claims handbook* (LAG 2013), and a contributor to *Family Rights at Work* (ed Allen and Crasnow, Jordans 2012). In 2017, she was appointed as a member of the Fawcett Society's Sex Discrimination Law Review Panel, which produced a report (published January 2018) advising on the future of sex discrimination law in the UK.

Tom Brown practises as a barrister from Cloisters chambers. He specializes in employment, equality, human rights, and public law. He has worked at the United Nations International Criminal Tribunal for Rwanda, as a Judicial Assistant to the late Lord Bingham of Cornhill, Senior Law Lord, and at the Federal Court of Australia. He has lectured on equality law at the Academy of European Law and written on employment and equality law.

Sophie Buckley is a barrister specializing in employment law and discrimination. She was called to the bar in 1999 and has spent time in private practice, as a Senior Lecturer in

employment law at Northumbria University, and as a Senior Lawyer at the EHRC. She currently sits as a fee-paid employment and information rights tribunal judge. She is a door tenant at Dere Street Barristers. Her publications include *Dispute Resolution—The New Law* (co-author), Northumbria Law Press, 2004; *Pearce, McDonald and the new Legislation—three steps forward, two steps back?* (co-author), *J. Civ. Lib.* 08/2 July 2003 67; *Dunnachie—the return of the phoenix?* (co-author), *ELA Bulletin*; *Equal Pay Update 2007 and 2009*, *Industrial Relations Law Bulletin*.

Catherine Casserley is a barrister at Cloisters chambers. She specializes in equality, human rights, and employment law. She has particular expertise in disability discrimination law, having worked as Senior Legal Adviser with the Disability Rights Commission (DRC), and in the Equality Act 2010. Having previously been appointed as specialist adviser to the House of Lords Committee on Disability and the Equality Act in 2020 she was appointed as Specialist Adviser to the Women and Equality Committee sub inquiry on disability and Covid-19. She has also developed particular expertise in trans discrimination issues, advising national organizations on strategic and policy issues arising from the legislation. She is on the EHRC panel of counsel, and has been instructed by law centres, individuals, public authorities, and employers and has appeared at all levels up to and including the House of Lords, and Supreme Court on some of the leading discrimination cases. She advises disability organizations and the EHRC on a regular basis on strategic litigation and legal policy issues; she has a predominantly claimant-based practice in non-employment discrimination, including services, public authority functions, particularly the equality duties, premises, and education. She has written and presented widely on discrimination law.

Glynis Craig works as an in-house solicitor as part of Legal Services to the Independent Police Complaints Commission (IPCC). In addition to advising and representing the IPCC in relation to deaths in police custody, deaths or serious injury following police contact, and police disciplinary proceedings, she regularly advises on equality and human rights matters and is the lawyer responsible for developing the IPCC discrimination guidelines. She previously was a senior lawyer at the Equality and Human Rights Commission; dealing mainly with litigation enforcing the Equality Act. Her background is in the Law Centres Federation and she has spent many years as a solicitor in the North West specializing in immigration and asylum law. She is the vice-chair of the St John's Centre, an organization established to promote equality following the Manchester Moss Side riots in 1981.

Rachel Crasnow QC is a leading employment specialist, appointed silk in 2015 and described by Chambers & Partners as 'a determined, gutsy advocate who demonstrates the rare ability to spot subtle points in highly specialised discrimination cases'. Rachel appears at all levels in complex, high-value discrimination complaints as well as worker status, injunctive relief, equal pay, and whistleblowing cases. Her appellate work has recently focused on the securing of judicial pensions for part-time judges in claims worth £2.2 billion to the Treasury following success in the Supreme Court (*O'Brien v MOJ*). She has also sought disability and whistleblowing rights for judges. Rachel has many years of experience in equal pay work in the public and private sector and appeared in the Court of Justice in *Cadman v HSE* on service-based pay scales as a defence to equal pay claims. She has represented thousands of women in local authority and care home equal pay claims. Rachel has led on equality and diversity work for the Bar Council as chair of its legislation

committee for many years and was made a Diversity Law Champion in 2018. In September 2015 she gave evidence before the House of Lords Select Committee on the Equality Act regarding access to justice and disability rights. Her publications include *Employment Law and Human Rights* (OUP) 3rd edition 2019 and *Family Rights in Employment Law* (Jordans 2012) (both with Robin Allen QC). Rachel sits as a part-time Police Appeals Tribunal judge and a Recorder and is a trained mediator. She writes and lectures extensively both in the UK and beyond. Her recent positive action work includes writing the Bar Council's positive action guidance for sets of chambers.

Chris Fry is one of the leading Disability Rights lawyers in the UK. He is founder of Fry Law which has been responsible for many high profile successful cases which have shaped the evolution of disability rights, including the only Supreme Court case in goods and services: *Paulley v First Bus*. He is a trusted Media commentator on disability discrimination in a consumer and public law context, speaks regularly at conferences, and is a CEDR accredited mediator. Chris is also co-founder of Disability Rights Advice TV.

Elizabeth George is a specialist employment and discrimination law barrister with more than 20 years' experience. She began her legal career as an employment solicitor at Paddington Law Centre before transferring to the bar in 2005, completing her barrister training with leading employment set, Cloisters. Elizabeth was the first woman, in its one-hundred-year history, to head up the employment and discrimination department at national trade union firm, Pattinson Brewer. She is currently Employed Counsel at human rights firm, Leigh Day. She has a particular interest in and long-standing commitment to using equalities legislation to achieve a fairer workplace for women and is currently acting for acting for hundreds of women store staff in their national group equal pay claim. Elizabeth still conducts her own employment tribunal advocacy (when she has time) and is an experienced trainer and speaker, devising and delivering employment and discrimination law training for ACAS, TUC, employment solicitors, trade unions, and charities.

Karen Jackson is a solicitor and Managing Director of didlaw, a niche discrimination law firm specializing in disability discrimination, other health-related work issues and women's issues in the workplace. Karen is a Chambers & Partners ranked lawyer. didlaw is ranked in the Legal 500 for employee work. Karen is a CEDR accredited mediator and litigates in the Employment Tribunals. Karen founded her firm didlaw in 2008 after being out of work for several years due to heart failure. Her survival is thanks to a successful heart transplant at Royal Papworth Hospital in 2006. A Law Society nominee for Woman Lawyer of the Year, Karen is a LawCare Champion and a former trustee of the Mental Health Foundation. Karen represented the claimant in *Williams v Swansea* which was the first Supreme Court decision on section 15 of the Equality Act in the employment context. Karen is regularly asked to comment on employment and discrimination law issues in the national press and media and has appeared on Panorama, on BBC TV, and radio more widely. She is co-author of *Disability Discrimination, Law & Case Management* published by Law Society Publishing and is a vocal advocate for equality.

Razia Karim is a non-practising solicitor and discrimination law consultant. She was a senior lawyer at the EHRC where she focused on race discrimination, socio-economic, and children's rights. She was also part of the team who worked on the Equality Bill and produced the Commission's Statutory Codes of Practice on the Equality Act 2010. Prior to joining the Commission, she was Head of Legal and European Policy at the Commission for Racial

Equality (CRE) where she led the CRE's programme of work on a single equality act and worked closely with civil servants on the creation of the EHRC. Razia has also worked as a legal specialist to the Justice Select Committee in the House of Commons and as a legal policy officer at JUSTICE, working on miscarriages of justice, discrimination, and human rights. She is a trustee of the Race Equality Foundation which promotes race equality in health, social care, housing, and education and a member of the Citizens' Advice Equality Committee. She currently works as an ombudsman.

Rhodri McDonald is a salaried Employment Judge sitting in the North Western Region. Prior to his appointment to the judiciary he was a Senior Lawyer at the Equality and Human Rights Commission and sat as a fee paid Employment Judge in Wales.

Laura Prince is a barrister at Matrix chambers specializing in employment and discrimination law. Laura is recommended in Chambers and Partners as having particular 'expertise in handling complex TUPE and equal pay matters' and it is stated that 'her calm, intelligent and measured approach to all cases and request for advice is a great legal and commercial asset to any company'. Laura has been involved in over thirty cases at appellate level. Laura's reported cases include *Alemo-Herron v Parkwood Leisure* (CJEU), *Houga v Allen* (Supreme Court, illegality and discrimination), *Okedina v Chile* (Court of Appeal) and *Gallop v Newport* (Court of Appeal, disability discrimination).

Rana Ranjit is a freelance equality and human rights consultant. He has extensive experience in the equality and human rights field, specializing in race equality, working with clients to navigate the legal terrain, to develop and action pragmatic bespoke strategies that strengthen capability creating sustainable business edge. Rana is a Committee member, on the 'Big Baby Project', at Warwick University, which is testing new techniques that may reduce shoulder dystocia during the birthing process, minimizing risk of injury to mother and child. Previously Rana was at the Equality and Human Rights Commission (EHRC), as Programme Head in the Legal department, where he led on the operationalization of the Equality Act 2010, the Equalities Mediation Service, Legal Grants Programme, Human Rights Programme, and the 'Is Britain Fairer?' report. Prior to this, he was at the Commission for Racial Equality, as Head of Employment Policy. Rana has authored 'Racial Discrimination', a chapter in the *Working in the UK: Newcomer's Handbook, 2nd edition*, aimed at advisers, representatives, and advocates.

Peter Reading is an international human rights lawyer who has been working in the field of human rights law and advocacy for 20 years in Australia, the United Kingdom, Europe, Commonwealth countries, and most recently in Hong Kong, China. Since November 2012, Peter has been working at the Equal Opportunities Commission (EOC) in Hong Kong, most recently as Senior Legal Counsel. In his role he has been leading the EOC's advocacy work to modernize all the existing discrimination legislation in Hong Kong relating to sex, disability, race, and family status. He has also been instrumental in work to introduce anti-discrimination legislation relating to LGBTI groups. Previously for 11 years Peter worked in London in a number of human rights roles including at Amnesty International UK; the CRE as Principal Litigation Officer and Head of European and International Legal Policy from 2005 to 2008; the EHRC as a Senior Lawyer and Director of Legal Policy from 2008 to 2012; and at the Commonwealth Secretariat in 2012 as a human rights consultant on Commonwealth projects. In Europe, between 2008 and 2012, Peter was also the Moderator of the Legal Working Group of the Equinet Network of 41 Equality Bodies in Europe,

where he was responsible for a number of Equinet's legal reports on equality issues. Peter is a co-author of *Blackstone's Guide to the Equality Act*, (1st–3rd edns, OUP; and *Tort Law and Practice in Hong Kong* (2nd edn, 1st supp 2013, Sweet and Maxwell). Since 2009, Peter has also been a regular speaker at the European Academy of Law in Germany on EU anti-discrimination and human rights law, and since 2015 has been a Member of the Executive Committee of Amnesty International Hong Kong.

Table of Cases

A v Secretary of State for the Home Department [2005] 2 AC 68	13.118
A Ltd v Z [2020] ICR 199	3.29
Abbey Life Assurance Co. Ltd v Tansell [2000] All ER (D) 483, [2000] IRLR 387, CA	4.35
Abdulaziz, Cabales and Balkndali v UK (1985) 7 EHRR 471	13.116
Abdullah and Others v Birmingham City Council [2011] EWCA Civ 1412; [2013] IRLR 38	10.41, 11.07
Abertawe Bro Morgannwg University Local Health Board v Morgan [2018] EWCA Civ 640	10.27
Abrahamsson and Anderson v Fogelqvist (Case C-407/98) [2000] ECR I-5539; [2000] IRLR 732	12.13, 12.43, 12.44, 12.60
Aderemi v London and South Eastern Railway UKEAT/2012/0316/12/0612	2.37
Advisory Opinion on Certain Legal Questions Concerning the Lists of Candidates Submitted with a View to the Election of Judges to the European Court of Human Rights (2009) 49 EHRR 33	12.17
Ahmed v University of Oxford [2002] EWCA Civ 1907	10.04
Airey v Ireland (1979) 2 EHRR 305	13.114
Akerman-Livingstone v Aster Communities Limited (formerly Flourish Homes Limited) [2015] UKSC 15	7.27–7.33, 13.133
Alabaster v Barclays Bank plc (formerly Woolwich plc) and Secretary of State for Social Security (No. 2) [2005] EWCA Civ 508	13.48
Ali v Capita Customer Management Ltd, Hextall v Leicestershire Police [2019] IRLR 695, [2019] 4 All ER 918, [2019] EWCA Civ 900, [2020] ICR 87	11.04, 11.32, 11.55, 12.10
Ali v McDonagh [2002] ICR 1026	4.57
Amnesty International v Ahmed [2009] IRLR 884	3.10
Anand v Kensington and Chelsea BC [2019] EWHC 2964	8.21
Anyanwu and Ebuzoeme v South Bank Students' Union and South Bank University [2001] UKHL 14, [2001] IRLR 305, [2001] ICR 391	5.28, 5.30
Archibald v Fife Council [2004] IRLR 651	12.02
Armitage v Relate [1994] DCLD 26	4.14
Armstrong v Newcastle upon Tyne NHS Trust [2006] IRLR 124	11.47
Armstrong & Ors (HBJ Claimants) v Glasgow City Council [2017] IRLR 993, CSIH	11, 31
Arrowsmith v UK (1987) 19 DR 5	13.106
Asda Stores Ltd v Brierley and ors [2019] EWCA Civ 44	11.37, 11.38
Asda Stores Ltd v Brierley [2019] IRLR 335, [2016] EWCA Civ 566	10.35, 11.09
Asda Stores Ltd v Brierley [2-18] ICR 387 (EAT)	11.40
Association Belge des Consommateurs Test-Achats ASBL and Others v Council (Case C-236/09) [2011] 2 CMLR 38, 1 March 2011	5.06, 5.114, 11.56, 13.59
Audit Commission v Haq [2013] IRLR 206, CA	11.51
Ayodele v Citylink Ltd [2017] EWCA Civ 1913	3.97, 3.100
Badeck and Others v Landesanwalt beim Staatsgerichtshof des Landes Hessen (Case C-158/97) [2000] ECR I-1875; [2000] IRLR 432, ECJ	12.13, 12.39, 12.50, 12.98
BAE Systems (Operations) Ltd v McDowell [2018] ICR 214, EAT	4.103

Table of Cases

Bahl v The Law Society [2004] IRLR 799	3.07
Banaszczyk v Booker Ltd UKEAT/0132/15/RN	2.37
Baptiste v Westminster Press Ltd t/a Bradford and District Newspapers [1996] DCLD 30	4.30
Barber v Guardian Royal Exchange Insurance Group (Case 262/88) [1990] ECR I-1889; [1990] IRLR 240	10.48, 11.58
Barlow v Stone UKEAT/0049/12/MAA.	4.31
Barnsley Metropolitan Borough Council v Norton and Others [2011] EqLR 1167	7.01
Bates van Winkelhof v Clyde & Co LLP [2014] UKSC 32	4.10
BBC Scotland v Souster [2001] IRLR 150.	2.62
Beddoes and Others v Birmingham City Council [2011] EqLR 838	11.39
Beedles v Guinness Northern Counties Ltd [2011] EWCA Civ 442	7.44
Belgian Linguistic Case (No. 2) (1968) 1 EHRR 252.	12.118
Benkharbouche v Embassy of Sudan and Another [2015] EWCA Civ 33; [2016] QB 347; [2015] 3 WLR 301; [2016] 1 All ER 816; [2015] 2 CMLR 20; [2015] ICR 793; [2015] IRLR 301; [2015] HRLR 3, CA	1.04, 13.80
Bessong v Pennine Care NHS Foundation Trust EAT 0247/18, [2020] ICR 849, ...	3.83, 4.23
Best v Staffordshire University [2005] EWCA Civ 6.	3.30
Bilka-Kaufhaus GmbH v Weber von Hartz (Case 170/84) [1986] ECR 1607; [1996] IRLR 216, ECJ.	11.45, 13.47
Birgit Bartsch v Bosch und Siemens Hausgeräte (BSH) Altersfürsorge GmbH (Case C-427/06) [2008] ECR I-7245	12.05
Birmingham v Frisby [2011] UKSC 8	7.30
Blackburn v Chief Constable of West Midlands Police [2009] IRLR 135, CA	3.54
Blackwood v Birmingham and Solihull Mental Health NHS Foundation Trust [2016] EWCA Civ 607	4.60, 6.66
Blackwood v Birmingham and Solihull Mental Health NHS Foundation Trust UKEAT/0130/14/RN	6.66
Bleuse v MBT Transport [2008] IRLR 264, EAT.	1.02
BMC Software Ltd v Shaikh [2017] IRLR 1074, EAT.	11.06, 11.07, 11.32, 11.44
Bohill v Police Service of Northern Ireland [2011] NICA 2	4.38, 4.39
Bossa v Nordstress Ltd [1998] ICR 694.	13.48
Bracking and Others v Secretary of State for Work and Pensions [2013] EWCA Civ 1345	8.04, 8.20, 8.28, 8.40
Brangwyn v South Warwickshire NHS Foundation Trust UKEAT/0125/15/LA	4.82
Bressol v Gouvernement de la Communauté Française (Case C-73/08) [2010] 3 CMLR 559	3.09
Briheche (Case C-319/03) <i>See</i> Serge Briheche v Ministre de l'Intérieur, Ministre de l'Éducation Nationale and Ministre de la Justice (Case C-319/2003)	
British Airways Plc v Starmar [2005] IRLR 862.	3.45, 5.46
British Coal Corporation v Keeble [1977] IRLR 336, EAT	10.09
British Coal Corporation v Smith and Others [1996] ICR 515	11.39
British Council v Jeffery [2018] EWCA Civ 2253	1.02, 4.20, 10.85
Brown v London Borough of Croydon [2007] EWCA Civ 32	3.101
Brunel University v Webster [2005] EWCA Civ 142	3.11
Buckley v Bath and Somerset Council [2018] EWHC 1551	8.21
Buckley v UK (1996) 23 EHRR 101	13.103
Burton v De Vere Hotels [1997] ICR 1	4.22
Bury Metropolitan Borough Council v Hamilton and Others [2011] IRLR 358 ...	11.46, 11.47
Bury MBC v Hamilton; Sunderland City Council v Brennan [2012] IRLR 507	11.47

Table of Cases

C v Governing Body of I School (SEN) [2015] UKUT 217 (AAC)	6.21
C & C v The Governing Body of a School, The Secretary of State for Education (First Interested Party) and The National Autistic Society (Second Interested Party) (SEN) [2018] UKUT 269 (AAC)	2.48, 6.20, 6.21
Cadman v HSE [2006] IRLR 969	11.49
Calmac Ferries Ltd v Wallace and McKillop [2014] ICR 453	11.44
Cam v Turkey (Application No. 51500/08) 23 February 2016	13.126
Campbell v Thomas Cook Tour Operations Ltd [2014] EWCA Civ 1668	5.163
Capper Pass v Lawton [1977] ICR 83	11.24
Cary v Commissioner of the Metropolis [2014] EWCA Civ 987	10.04
Catholic Care (Diocese of Leeds) v Charity Commission for England and Wales [2012] UKUT 395 (TCC)	5.64
CD v ST (Case C-167/12) [2014] EqLR 298	2.100, 13.61
Centrum voor gelijkheid van kansen v Firma Feryn NV (Case C-54/07) [2008] 3 CMLR 22	3.23
Chacón Navas v Eurest Colectividades SA (Case C-13/05) [2007] All ER (EC) 59	2.36, 2.37, 2.40
Chamberlin Solicitors v Emokpae [2005] EWCA Civ 142	3.11
Chandok v Turkey [2014] UKEAT/0190/14	2.60, 2.61
Chaplin v Royal Devon and Exeter Trust [2010] ET/1702886/2009	13.110
Chaplin v UK (Application No. 59842/10), ECtHR	13.110
Chapman v UK (2001) 33 EHRR 399	13.103
Chaudri v Migrant Advice Service (MAS) [1997] EAT/1400/97	4.14
CHEZ Razpredelenie Bulgaria AD v Komisia za Zashtita ot Diskriminatsia (Case C-83/14) [2015] IRLR 746	3.93, 3.95, 13.57, 13.58
Chief Constable of the Lincolnshire Police v Stubbs [1999] IRLR 81	4.29
Chief Constable of Norfolk v Coffey [2019] EWCA Civ 1061	2.13, 3.12
Chief Constable of West Midlands Police & Others v Harrod & Others UKEAT/0189/14/DA	2.06
Chief Constable of West Yorkshire Police v Homer [2012] UKSC 15	3.54
Chief Constable of West Yorkshire Police v Khan [2001] UKHL 48	3.07, 3.89, 3.90
Coleman v Attridge Law (Case C-303/06) [2008] ECR I-5603; [2008] ICR 1128; [2008] IRLR 722	2.13, 3.92, 12.02, 13.55
Coleman v Attridge Law UKEAT/0071/09/JOJ	13.56
Coll v Secretary of State for Justice [2015] EWCA Civ 328	5.18
Commission for Racial Equality v Dutton [1989] IRLR 8	2.62
Commission v France (Case C-225/98) [2000] ECR I-7445	9.27–9.28
Commission v Netherlands (Case C-368/10)	9.39
Commissioner of the City of London Police v Geldart [2019] UKEAT/0032/19, [2020] ICR 920	3.20, 11.06
Commissioner of Police of the Metropolis v Hendricks [2002] EWCA Civ 1686	10.13
Concordia Bus Finland Oy Ab v Helsingin kaupunki and HKL-Bussiliikenne (Case C-513/99) [2002] ECR I-7213	9.33–9.36, 9.38, 9.41
Connors v UK (2005) 40 EHRR 9	13.95
Copple and Others v Littlewoods Plc [2011] EWCA Civ 1281	10.48
Cresco Investigation GmbH v Markus Achatzi (Case C-193/17) ECLI:EU:C:2019:43 ...	12.07
Cross and Others v British Airways Plc [2005] IRLR 423	3.53
Dacas v Brook Street Bureau (UK) Ltd [2004] ICR 1437	4.36
Davies v Scottish Courts and Tribunals Service ET S/4104575/2017	2.28

Table of Cases

Dawkins v Department of the Environment [1993] IRLR 284	2.63
D'Souza v London Borough of Lambeth [2003] UKHL 33	4.26
De Weerd, nee Roks v Bestuur van de Bedrijfsvereniging voor de Gezondheid (Case C-343/92) [1994] ECR I-571	3.53
Dee Thomas-Ashley v Drum Housing Association [2010] EWCA Civ 265	7.44
Defrenne v Sabena (Case 43/75) [1976] ECR 455	10.47, 11.58
Defrenne v Sabena (No. 2) (Case 43/75) [1976] ECR 455	13.47
Degnan and Others v Redcar and Cleveland Borough Council [2005] IRLR 504, EAT	11.07, 11.14
Demir v Turkey (2008) 48 EHRR 1272	13.134
DH v Czech Republic (2007) 23 BHRC 526	13.115, 14.123
Deticek (Case C-403/09) 23 December 2009	13.39
Dudgeon v UK (1981) 4 EHRR 149	13.97, 13.114
Duncombe v Secretary of State for Children, Schools and Families [2011] UKSC 36	1.08, 10.85
Dunn v Institute of Cemetery and Crematorium Management [2011] UKEAT 0531	2.56
Dzhurayev v Russia (2013) 57 EHRR 22	12.17
EAD Solicitors LLP and Others v Abrams [2015] IRLR 978	3.95, 4.48
Ealing London Borough Council v Race Relations Board [1972] AC 342	2.64
Eaton v Nuttall [1977] ICR 272	11.24
EB v BA [2006] IRLR 471	3.100
EB v France (2008) 47 EHRR 21	13.97
Efobi v Royal Mail Group Ltd [2018] ICR 359	3.97
EFTA Surveillance Authority v Norway (Case E-1/02) [2003] IRLR 318	12.51, 12.98
Ekpe v Commissioner of Police of the Metropolis [2001] ICR 1084; [2001] IRLR 605, EAT	2.39
Elliniki Radiophonia Tileorass-AE v Pliroforissis and Kouvelas (Case C-260/89) [1991] ECR I-2925	13.46
Enderby v Frenchay Health Authority [1993] IRLR 591, ECJ	11.46, 11.48
English v Thomas Sanderson Blinds Ltd [2008] EWCA Civ 1421	2.86, 3.12
Equal Opportunities Commission v Secretary of State for Trade and Industry [2007] EWHC 483 (Admin)	4.22
Essop and others v Home Office (UK Border Agency); Naeem v Secretary of State for Justice [2017] UKSC 27, [2017] IRLR 558	3.50, 11.47
Eversheds Legal Services v De Belin [2011] ICR 1137	3.21
Evesham v North Hertfordshire Health Authority and Another [2000] ICR 612	11.30
Eweida v British Airways Plc [2008] UKEAT 0123/08/2011; [2009] IRLR 78	1.30, 2.74
Eweida v British Airways Plc [2010] EWCA Civ 80; [2010] IRLR 322	13.110
Eweida v UK [2013] ECHR 37; [2013] IRLR 231	2.75
Eweida v UK (2013) 57 EHRR 8, GC	3.47
Eweida v UK (Application No. 48420/10), ECtHR	
First Group Plc v Paulley [2017] UKSC 4	5.48, 5.152
Forstater v CGD Europe [2019] 12 WLUK 516	2.77
Forward v Aldwyck Housing Group [2019] EWCA Civ 1334, [2019] EWHC 24 (QB)	8.21, 8.41
Furlong v Chief Constable of Cheshire Police [2019] 2 WLUK 725 Liverpool Employment Tribunal 14 February 2019 (2405577/18)	12.56
G (by his litigation friend) v Head Teacher and Governors of St Gregory's Catholic College [2011] EWHC 1452 (Admin)	6.01

Table of Cases

Gallop v Newport City Council [2013] EWCA Civ 1583	3.30, 5.32
Gan Menachem Hendon Ltd v Ms Zelda De Groen UKEAT/0059/18/OO, [2019] ICR 1023	2.67, 3.22
Gaygusuz v Austria (1996) 23 EHRR 364	13.118
Gebroeders Beentjes BV v Netherlands (Case 31/87) [1988] ECR 4635	9.24, 9.25, 9.28
General Medical Council v Michalak [2018] IRLR 60	4.57
General Municipal and Boilermakers Union v Henderson UKEAT/007314/DM	2.78
Ghaidan v Godin-Mendoza [2004] UKHL 30	13.118, 13.124
Gibson v Sheffield City Council [2010] EWCA Civ 63	11.47
Glasgow City Council v McNab [2007] IRLR 476	4.96
Glasgow City Council and Others v Unison and Others [2014] CSIH 27, [2017] IRLR 739	11.36, 11.51
Glor v Switzerland (Application No. 13444/04) 30 April 2009	13.118, 13.126
Goodwin v The Patent Office [1998] UKEAT/57/98/2110	2.28
Goodwin v UK (2002) 35 EHRR 447	13.97
Governing Body of X Endowed School v SENDIST and Others [2009] IRLR [2009] EWHC 1842 (Admin)	6.19
Gradwell v Council for Voluntary Service Blackpool, Wyre and Fylde [1997] COIT 2404314/97	4.14
Grainger Plc and Others v Nicholson [2009] UKEAT/021909/ZT	2.77, 2.78
Gravell v London Borough of Bexley UKEAT/0587/06/CEA	4.22
Gray v Mulberry Co (Design) Ltd [2019] EWCA Civ 1720	3.47
Graysons Restaurants Ltd v Jones [2019] IRLR 649, CA	11.07
Green v SIG Trading Ltd [2018] EWCA Civ 2253	
Griffiths v Secretary of State for Work and Pensions [2017] ICR 160	4.81
Griffiths v Secretary of State for Work and Pensions [2015] EWCA Civ 1265	3.62, 4.82, 5.47
Guberina v Croatia (Application No. 23682/13) 22 March 2016	13.126
Gyenes and another v Highland Welcome (UK) Ltd t/a The Star Hotel, Case No. S/ 4112392/12	3.39
H v UK (1993) 16 EHRR CD 44	13.106
Hainsworth v Ministry of Defence [2014] EWCA Civ 763	3.94, 4.79, 4.81
Halawi v World Duty Free [2014] EWCA Civ 1387	4.09, 4.10
Hall v Woolston Leisure Centre [2001] 1 WLR 225	4.19
Hallam v Avery [2001] IRLR 312, [2001] ICR 408	5.29
Hamnett v Essex County Council [2017] EWCA Civ 6	10.05
Hartman v South Essex Mental Health and Community Care NHS Trust; Best v Staffordshire University; Wheeldon v HSBC Bank Ltd; Grimsby & Scunthorpe Newspapers Ltd; Moore v Welwyn Components Ltd; Melville v Home Office [2005] EWCA Civ 6	3.30
Hasan and Others (Case C-176/08) 2 March 2010	13.39
Hawkins v Atex Group Ltd & Others UKEAT/0302/11/LA	2.56
Hayward v Cammel Laird Ship Builders Limited [1988] AC 894	11.14
Heal v The Chancellor, Master and Scholars of the University Oxford, UKEAT/0070/19	4.81
Hender v Prospects for People with Living Disabilities [2007] ET/2902090/06	4.89
Heskett v Secretary of State for Justice [2020] EWCA Civ 1487	3.53
Hewage v Grampian Health Board [2012] UKSC 37	3.04, 3.100
HM Land Registry v Benson [2012] ICR 627	3.53
Holland v Angel Supermarket Ltd & Another [2013] ET/3301005/2013	2.76

Table of Cases

Hooper v Secretary of State for Work and Pensions [2005] UKHL 29; [2005] 1 WLR 1681	12.119
Hospice of St Mary of Furness v Howard UKEAT/0646/06; [2007] IRLR 944	2.15
Hosso v European Credit Management Ltd [2011] EWCA Civ 1589	11.07
Hotak v Southwark London Borough Council [2015] 2 WLR 1341	8.18, 8.24
Hounga v Allen [2014] UKSC 47	4.18
Hovell v Ashford and St Peter's Hospital NHS Trust [2009] IRLR 734, CA.	11.31
Hutchinson v Westward Television [1977] IRLR 69, EAT	10.09
Hutchison 3G UK Ltd v Edwards UKEAT/0467/13/DM	2.34
Igen Ltd v Wong; Chamberlin Solicitors v Emokpae; Brunel University v Webster [[2005] EWCA Civ 142.	3.11
IR v JQ 2019 ICR 417, ECJ	4.96
Ishola v Transport for London [2020] EWCA Civ 112.	3.45, 5.46
J v K [2019] EWCA Civ 5	4.81
James v Eastleigh Borough Council [1990] 2 AC 751	3.09
James v London Borough of Greenwich [2007] IRLR 168.	4.36
JD and A v United Kingdom (Application Nos. 32949/17 and 34614/17) 24 October 2019	13.127
Jessemey v Rowstock Ltd & Another [2014] EWCA Civ 185	4.27, 5.28
Jivrag v Hashwani [2011] UKSC 40.	4.10
Johnston v Chief Constable of the Royal Ulster Constabulary (Case C-222/84) [1986] ECR 1651	13.46
JT v First-tier tribunal & Anor (Criminal Injuries Compensation: reduction and withholding of awards) [2015] UKUT 478	5.84
Kalanke v Freie Hansestadt Bremen (Case C-450/93) [1995] ECR I-3051	12.13, 12.35, 12.60
Karaduman v Turkey (1993) 74 DR 93	13.107
Karner v Austria (2003) 14 BHRC 674	13.97
Kelly v Northern Ireland Housing Executive [1998] ICR 828	4.10
Kemeh v Ministry of Defence [2014] EWCA Civ 91.	4.29
Kokkinakis v Greece (1994) 17 EHRR 397	13.106
Kratzer v R+V Allgemeine Versicherung AG (Case C/423/15) [2016] ICR 967.	3.23
Kulikaoskas v MacDuff Shellfish UKEATS/0063/09/BI; [2011] ICR 48	2.99, 3.39
La Cascina Soc. Coop. arl v Ministero Della Difesa (C-226/04) [2006] ECR I-1347.	9.48
Ladele v London Borough of Islington [2009] EWCA Civ 1357	1.30, 13.111
Ladele v UK (Application No. 51671/10), ECtHR	13.110
Laing v Manchester City Council [2006] IRLR 748.	3.100
Lana v Positive Action in Training (Housing) Limited [2001] IRLR 501	4.29
Lawson v Serco Ltd [2006] UKHL 3, [2006] IRLR 289, HL.	1.02, 4.20, 10.85
Lee v Ashers Baking Co Ltd [2018] UKSC 49	3.22, 3.95
Leeds v Hall [2011] UKSC 8	7.30
Lloyds Banking Group Pensions Trustees Ltd v Lloyds Bank Plc & Ors [2018] EWHC 2839	11.17
Lofty v Hamis (t/a First Café) EAT [2018] 1 WLUK 231	2.41
Lommers	12.13, 12.60
London Borough of Camden v Pegg and others UKEAT/0590/11.	4.38

Table of Cases

London Borough of Harrow v Qazi [2004] 1 AC 983, HL	13.101
London Borough of Hounslow v Powell; Leeds v Hall; Birmingham v Frisby [2011] UKSC 8	7.30, 8.40, 8.41
London Borough of Lewisham v Malcolm [2008] UKHL 43	1.31, 3.24, 7.23
Lord Chancellor & Anor v McCloud & Ors [2018] EWCA Civ 2844, [2019] IRLR 477	2.06, 4.71, 11.07, 11.54
Luton Community Housing v Durdana [2020] EWCA Civ 445 ...	8.18, 8.22, 8.24, 8.40, 8.41
M (Children) [2017] EWFC 4	13.112
Macarthy's Ltd v Smith [1980] ECR 1275, ECJ	11.11
McClintock v Department of Constitutional Affairs [2008] IRLR 29	2.77
McFarlane v Relate Avon Ltd [2010] EWCA Civ 880	13.111
McFarlane v UK (Application No. 36516/10), ECtHR	13.110
MacLennan v Gypsy Traveller Education and Information Project ET Case No 13272/07	2.62
McNeil & Ors v HM Revenue & Customs [2019] IRLR 915, CA, [2018] IRLR 398, EAT	11.14, 11.45, 11.46, 11.47
McNichol v Balfour Beatty Rail Maintenance Ltd [2002] ICR 1498 CA	2.15
Mackereth v the Department for Work and Pension and Anor ET/1304602/18	2.80
Maïstrellis v Ypourgos Dikaiosynis, Diafaneias kai Anthropinon Diakiaimaton (Case C-222/14) EU:C:2015:473	12.14
Maistry v BBC [2011] EqLR 549	2.77
Manchester City Council v Pinnock [2010] UKSC 45	7.30
Mandeep & Anor v Royal Borough of Windsor & Maidenhead [2019] EWFC B64	5.31
Mander (& Anor) v Royal Borough of Windsor & Maidenhead [2019] EWFC B64	5.96
Mandla v Dowell Lee [1983] 2 AC 548	2.62
Mangold v Helm [2006] IRLR 143	13.45
Markin v Russia (2013) 56 EHRR 8	12.17
Marleasing SA v LA Comercial Internacional de Alimentacion (Case C-106/89) [1990] ECR I-4135	13.44
Marshall (Case C-409/95) [1997] ECR I-6363	12.13
Marshall v Southampton and South West Area Health Authority II (Case C-271/91) [1993] ECR I-4367	13.48
Matadeen v Pointu [1999] AC 98, PC	13.113
Mayr v Bäckerei und Konditorei Gerhard Flockner OHG (Case C-506/06) [2008] 2 CMLR 27	3.38
Melville v Home Office [2005] EWCA Civ 6	3.30
MetrolineTravel Ltd v Stoute UKEAT/0302/14/JOJ	2.31
Michalak v General Medical Council [2017] UKSC 71	10.20
Migrant Advisory Service v Chaudhri [1998] UKEAT 1400/97/2807	4.12
Millar v Inland Revenue Commissioners [2006] IRLR 112 IH	2.15
Mingeley v Pennock and Another (t/a Amber Cars) [2004] EWCA Civ 328; [2004] ICR 727	4.10
Ministry of Defence v Armstrong [2004] IRLR 672, EAT	11.46
Ministry of Defence v Wallis and Grocott [2011] EWCA Civ 231; [2011] 2 CMLR 42; [2011] ICR 617; [2011] Eq LR 388, CA	1.02
Ministry of Justice v O'Brien [2013] UKSC 6	3.53
Mirror Group Newspapers Ltd v Gunning [1986] ICR 145	4.09
MOD v Wallis and Grocott [2011] EWCA Civ 231; [2011] 2 CMLR 42; [2011] ICR 617; [2011] Eq LR 388, CA	1.02

Table of Cases

Moore v Welwyn Components Ltd [2005] EWCA Civ 6.	3.30
Mr A M Mohamud in substitution for Mr A Mohamud deceased Appellant v Morrisons Supermarkets PLC [2016] UKSC 11.	4.29
Murphy v Bord Telecom Eireann (Case 157/86) [1988] IRLR 267, ECJ	11.30
Muschett v HM Prison Service [2008] UKEAT/0132/08/LA.	4.36–4.37, 4.38
Naeem v Secretary of State for Justice [2017] UKSC 27.	3.50
Nagarajan v London Regional Transport [2000] 1 AC 50.	3.10, 3.11, 3.90
Nemorin v London Metropolitan University, Clerkenwell and Shoreditch County Court, Claim No. 9EC08072.	6.72
Newcastle City Council v Allan and Others; Degnan and Others v Redcar and Cleveland BC [2005] IRLR 504, EAT	11.07
North and Others v Dumfries and Galloway Council [2013] UKSC 45	11.38, 11.39
North Cumbria Acute Hospitals NHS Trust v Potter [2009] IRLR 176.	11.38
North Yorkshire County Council v Ratcliffe [1994] IRLR 342, CA.	11.38
Northern Joint Police Board v Power [1997] IRLR 610	2.62
NS v Secretary of State for the Home Department (Case C-411/10, 21 December 2011).	13.39
Nyazi v Rymans Ltd [1988] EAT/6/88.	2.63
O'Brien v Ministry of Justice [2015] IRLR 1005	11.58
O'Leary v Allied Domecq Inns Ltd CL 950275 July 2000, Central London County Court	2.62
Oliver v Department of Work and Pensions ET/1701407/2013	2.78
Onu v Akwivu [2016] UKSC 31.	3.09
Opinion 2/13, 18 December 2014.	13.46
Orphanus v Queen Mary College [1985] IRLR 349	2.66
Osborne Clarke Service v A Purohit [2009] IRLR 341.	3.52
Owen v Amec Foster Wheeler Energy Ltd [2019] EWCA Civ 822	3.09
Owens v Euro Quality Coatings Ltd and ors 1600238/15	4.23
P v S and Cornwall County Council (Case C-13/94) [1996] ECR I-2146.	13.54
Patel v Oldham MBC [2010] UKEAT/0225/09/1501	2.23
Paterson v Commissioner of Police UKEAT/0635/06; [2007] IRLR 763	2.29, 2.36
Patmalniece v Secretary of State for Work and Pensions [2011] UKSC 11	2.79, 3.09
Patterson v Legal Services Commission [2003] EWCA Civ 1558.	4.10
Pearce v Governing Body of Mayfield Secondary School [2003] UKHL 34; [2003] ICR 937; [2003] IRLR 512	4.22
Pemberton v Inwood [2018] EWCA Civ 564	4.57, 4.93, 4.94
Percy v Board of National Mission of the Church of Scotland [2005] UKHL 73	4.10
Perratt v The City of Cardiff Council [2016] UKEAT/0079/16	4.82
Pieretti v London Borough of Enfield [2010] EWCA Civ 1104; [2010] EqLR 312	7.01, 8.15
Pimlico Plumbers Ltd and Mullins v Smith [2018] UKSC 29	4.09
Plummer v Royal Herbert Freehold Ltd, Case No. B01CL659, Central London County Court, 6 June 2018, para. 366.	5.42, 7.25–7.26
Potter v Canterbury Christchurch University, Canterbury County Court, Claim No. 5CL14216	6.72
Preddy v Bull [2013] UKSC 73	3.09
President of the Methodist Conference v Preston [2013] UKSC 29	4.10

Table of Cases

Pretty v UK (1998) 26 EHRR 241	13.96
Price v Action-Tec Services Ltd t/a Associated Telecom Solutions ET/1304312/2011	2.13
Price v UK (2002) 34 EHRR 53	13.93
Prospects for People with Learning Difficulties v Harris UKEAT/0612/11/DMUKEAT/0612/11/DM	5.27
Quashie v Yorkshire Ambulance Service NHS Trust ET/1802401/15	4.30
R v Birmingham City Council, ex p Equal Opportunities Commission [1989] AC 1155; [1989] IRLR 173, HL	3.07, 3.09, 5.90
R v Entry Clearance Officer, ex p Amin [1983] 2 AC 818	5.16
R v Islington LBC ex p Rixon (1996) 1 CCLR 119	8.34
R v North and East Devon District Health Authority ex p Coughlan [2001] QB 213 ...	13.102
R v Secretary of State for the Home Department ex p Limbuela, R v Secretary of State for the Home Department ex p Tesema (Conjoined appeals) [2005] UKHL 66	13.90, 13.92
R v Tameside Metropolitan Borough Council ex p J [2000] 1 FLR 942	8.34
R (Adiatu, Independent Workers Union of Great Britain) v HMT [2020] EWHC 1544	8.04, 8.11, 8.17, 8.36
R (Amicus MSF Section) v Secretary of State for Trade and Industry 1 [2007] ICR 1176	4.92
R (BAPIO Action Ltd) v Secretary of State for the Home Department [2006] EWCA Civ 1293; [2006] IRLR 934; [2006] 1 WLR 3213	8.19
R (Begum) v Governors of Denbigh High School <i>See</i> R (SB) v Governors of Denbigh High School	
R (Bridges) v New South Wales Police [2019] EWHC 2341	8.21
R (Brown) v Secretary of State for Work and Pensions [2008] EWHC 3158; [2009] PTSR 1506.	8.19, 8.24, 8.26
R (C) v Secretary of State for Justice [2008] EWCA Civ 882	13.94
R (Carson) v Secretary of State for Work and Pensions [2005] UKHL 37; [2006] 1 AC 173	13.122, 13.125, 13.128
R (Coll) v Secretary of State for Justice [2017] UKSC 40, [2017] 1 WLR 2093.	12.23, 12.102
R (E) (Respondent) v Governing Body of JFS and the Admissions Appeal Panel of JFS and Others [2009] UKSC 15.	2.61, 3.09, 3.42, 6.01
R (EHRC) v Secretary of State for Justice and Another [2010] EWHC 147 (Admin)	10.77
R (Elias) v Secretary of State for Defence [2006] EWCA Civ 1293	8.04
R (F L Munjaz) v Ashworth Hospital Authority (now Mersey Care National Health Service Trust) [2005] UKHL 58	8.34
R (Gullu) v Hillingdon LBC [2019] EWCA Civ 692	8.21
R (Hajrula) v London Councils [2011] EWHC 448	8.25
R (Harris) v London Borough of Haringey [2010] EWCA Civ 703	8.16
R (Hurley) v Secretary of State for Business, Innovation and Skills [2012] EWHC 201; [2012] EqLR 447 (Admin) [2012] HRLR 13	8.04, 8.20, 8.27, 8.39
R (Interim Executive Board of Al- Hijrah School) v HM Chief Inspector of Education, Children's services and Skills (Secretary of State for Education and others intervening) [2017] EWCA Civ 1426	6.01, 6.52
R (Isabel Haden) v Shropshire Council v JPE Holding Ltd [2020] EWHC 23.	8.21
R (JM and MT) v Isle of Wight Council	8.25
R (Johns) v Derby City Council [2011] EWHC 375 (Admin)	5.96
R (Kaur and Shah) v London Borough of Ealing [2008] EWHC 2062 (Admin)	8.34
R (Marper) v Chief Constable of South Yorkshire [2004] 1 WLR 2196	13.119

Table of Cases

R (Meany) v Harlow District Council [2009] EWHC 559 (Admin)	8.16
R (Mohammed Rafi Hottak and AL) v (1) Secretary of State for Foreign and Commonwealth Affairs (2) Secretary of State for Defence [2015] EWHC 1953 (Admin) [2016] EWCA Civ 438	4.20, 5.09, 8.35
R (National Association of Health Stores) v Department of Health [2005] EWCA Civ 154	8.19
R (RJM) v Secretary of State for Work and Pensions [2008] UKHL 63	13.118, 13.119
R (SB) v Governors of Denbigh High School [2006] UKHL 15 (‘the Begum case’).	2.74, 13.108
R (SG and others) v Secretary for Work and Pensions [2015] UKSC 16	13.134
R(TT) v Registrar General [2019] EWHC 2384 (Fam)	13.98
R (Unison) v Lord Chancellor [2017] UKSC 51, [2016] ICR 1.	8.21, 10.30
R (Watkins-Singh) v Governing Body of Aberdare Girls’ High School [2008] EWHC 1865 (Admin); [2008] ELR 561	8.16, 13.109
R (Williamson) v Secretary of State for Education and Employment and Others [2005] UKHL 15.	2.77, 13.107
R (Winder) v Sandwell Metropolitan Borough Council [2014] EWHC 2617 (Admin)	5.18
R (Yilmas Gullu) (Appellant) v Hillingdon London Borough Council (Respondent) and Equality and Human Rights Commission (Intervener); R (Teresa Ward and Ors) (Respondent) v Hillingdon London Borough Council (Appellant) and Equality and Human Rights Commission (Intervener) [2019] EWCA Civ 692	7.09
R (Z and Anor) v Hackney London Borough Council & Anor (Rev 1) [2020] UKSC 40	12.09, 12.23
R (Z and others) v Hackney Borough Council and Agudas Israel Housing Association [2019] EWCA Civ 1099, [2019] HLR 44.	7.09, 12.100
Rainey v Greater Glasgow Health Board [1987] IRLR 26, HL.	11.44, 11.49
Ravat v Halliburton Manufacturing & Services Ltd [2012] UKSC 1; [2012] 2 All ER 905; 2012 SC (UKSC) 265; 2012 SLT 406; [2012] ICR 389; [2012] IRLR 315; (2012) 156(6) SJLB 31; 2012 GWD 6-106; Times, 15 February 2012; SC.	1.02
Reading Borough Council v James [2018] IRLR 790, EAT	11.13
Redcar and Cleveland Borough Council v Bainbridge [2007] IRLR 984	11.30
Redcar and Cleveland Borough Council v Bainbridge [2008] IRLR 776	11.46, 11.51
Redcar and Cleveland Borough Council v Bainbridge (No. 2) [2008] IRLR 776, CA	11.31
Redcar and Cleveland Primary Care Trust v Lonsdale [2013] UKEAT/0090/12/0905	4.82
Redfearn v United Kingdom [2013] IRLR 51	2.78
RegioPost GmbH & Co KG v Stadt Landau (Case C-115/14).	9.45, 9.50
Relaxion Group Plc (Respondents) v Rhys-Harper (FC) (Appellant), D’Souza (Appellant) v London Borough of Lambeth (Respondents), Jones (Appellant) v 3M Healthcare Limited (Respondents) and three other actions [2003] UKHL 33	4.26
Rhys-Harper v Relaxion Group Plc [2001] ICR 1176	4.17
Richmond Pharmacology v Dhaliwal [2009] IRLR 336.	3.78
Roads v Central Trains Ltd [2004] EWCA Civ 1541	5.42, 5.48, 6.46
Robertson v DEFRA [2005] ICR 750	11.38
Roca Álvarez (Case C-104/09) EU:C:2010:561	12.13
Rolls-Royce Plc v Unite the Union [2009] EWCA Civ 387	4.100
Rose v Bouchet [1999] IRLR 463	7.06
Rose-Brown v Home Office (UKBA) 2313044/10.	4.23
Royal Bank of Scotland Plc v Allen [2009] EWCA Civ 1213.	5.45
Ruiz Conejero v Ferroservicios Auxiliares (Case C-270/16) [2018] IRLR 372	3.54

Table of Cases

Rutherford and Another v Secretary of State for Trade and Industry (No 2) [2006] UKHL 19	3.45
S v UK (1986) 47 DR 274	13.100
Safeway Ltd v Newton and another [2019] IRLR 1090, CJEU	11.58
Sahin v Turkey (2005) 41 EHRR 8	13.108
Sahota v Home Office [2010] ICR 772	3.38
Samuels v Corn Exchange Theatre Company Case No. B05YM747, Peterborough County Court, 21 November 2019	5.27
SCA Packaging Ltd v Boyle [2009] UKHL 37	2.25
Schalk and Kopf v Austria (Application No. 30141/04) 24 June 2010	13.100
Schwizgebel v Switzerland (Application No. 24724/94)	13.128
Secretary of State for Defence v Elias [2006] EWCA Civ 1293	3.54
Secretary of State for Work and Pensions v M [2006] UKHL 11	13.100
Seda Kucukdeveci v Swedex GmbH & Co (Case C-555/07) [2010] All ER (D) 126 (Feb).	13.45
Seide v Gillette Industries Ltd [1980] IRLR 427	2.62
Seldon v Clarkson Wright and Jakes [2012] UKSC 16	3.16, 5.02
Serge Briheche v Ministre de l'Intérieur, Ministre de l'Éducation Nationale and Ministre de la Justice (Case C-319/2003) [2004] ECR I- 8807, ECLI:EU:C:2004:574	12.11–12.12, 12.13
Serge Briheche v Ministre de l'Intérieur, Ministre de l'Éducation Nationale and Ministre de la Justice (Case C-319/2003) ECLI:EU:C:2004:398 Opinion of Advocate General Maduro.	12.12
Shamoon v Chief Constable of the Royal Ulster Constabulary [2003] UKHL 11	3.06
Sheikholeslami v The University of Edinburgh [2018] IRLR 1090	3.62
Sheridan v Prospects For People With Learning Disabilities and another case [2008] ET/2901366/06	4.96
Shields v E Coombes Holdings Limited [1978] IRLR 263	11.06
Skills Development Scotland Co Ltd v Buchanan and Another [2011] UKEATS/0042/10/BI	11.49
Smalies v Clewer Court Residents Ltd Case No. B02BS101, Cardiff County Court, 30 January 2019	7.54
Small v Taylor Edwards, Case No. A68YM129, Southend County Court.	5.10
Smith and Grady v UK (2000) 29 EHRR 548	13.97
Sobhi v Commissioner of the Police of the Metropolis UKEAT/0518/12/BA	2.37
South East Sheffield Citizens' Advice Bureau v Grayson [2004] IRLR 353	4.13, 4.14
South Tyneside Metropolitan Borough Council v Anderson and Others [2007] IRLR 715	11.38
St Helens and Knowsley Hospitals NHS Trust v Brownbill and Others [2011] IRLR 815	11.14
Stec v UK (2005) 41 EHRR SE295	13.115
Stott v Thomas Cook Tour Operators Limited [2014] UKSC 15	5.164
Strearfeild v London Philharmonic Orchestra Ltd [2012] EqLR 901	2.77
Summers v London Borough Richmond upon Thames [2018] EWHC 782 (Admin)	10.05
Sunderland City Council v Brennan and Others [2011] IRLR 358	11.47
Swift v Chief Constable of Wiltshire [2004] UKEAT/0484/03/1802; [2004] IRLR 540	2.26
Taiwo v Olaigbe [2016] UKSC 31	2.66, 3.09
Taiwo v Olaigbe ET 2389629/2011	4.27
Tesco Stores Ltd v Tennant UKEAT 0167/19/00	2.19

Table of Cases

Thlimmenos v Greece (2000) 31 EHRR 411	13.121
Thompson v London Central Bus Company [2016] IRLR 9	3.93, 3.95
Trustees of Celestial Church of Christ, Edward Street Parish (A Charity) v Lawson [2017] EWHC 97 (Ch)	4.10
Trustees of Swansea University Pension and Assurance Scheme and another v Williams [2018] UKSC 65	3.26
Umerji v Blackburn Borough Council [1995] DCLD 47	4.30
Unite the Union v Nailard [2018] EWCA Civ 1203, [2019] ICR 28, CA	3.83, 4.23
Vakante v Addey and Stanhope School Governing Body [2002] EWCA Civ 1065; [2004] 4 All ER 1056.	4.19
Van der Mussele v Belgium (1983) 6 EHRR 163	13.122
Van Duyn v Home Office (Case 41/74) [1974] ECR 1337	13.47
WA v Instituto Nacional de la Seguridad Social (Case C-450/18) ECLI:EU:C:2019:696	12.09
Wade v Sheffield Hallam University [2013] UKEAT 0194/12/1504	4.82
Walker v Innospec [2017] IRLR 928	11.42, 11.58
Walker v Sita Information Networking Computing Ltd EAT/0097/12	2.16
Walker Ltd v Hussain and Others [1996] IRLR 11	3.56
Walton Centre for Neurology and Neurosurgery NHS Trust v Bewley [2008] IRLR 588, EAT	11.11
Watt (formerly Carter) (sued on his own on behalf of the other members of the Labour Party) v Ashan [2007] UKHL 51	4.57
Weathersfield Ltd t/a Van & Truck Rentals v Sargent [1999] ICR 425, CA	3.09
Weaver v London Quadrant Housing Trust [2009] EWCA Civ 235	5.21
Wheeldon v HSBC Bank Ltd [2005] EWCA Civ 6	3.30
Wienstrom v Austria (Case C-448/01) [2003] ECR I-14527	9.37, 9.39, 9.41
Wijesundera v (1) Heathrow 3PL Logistics Ltd (Debarred) (2) Mr N Natarajan (Debarred) UKEAT/0222/13/0152 [2013]	4.19
Willis v UK (Application No. 36042/97, 11 June 2002)	12.118
Woodcock v Cumbria Primary Care Trust [2012] EWCA Civ 330	3.53
X v Governing Body of a School [2015] UKUT 7 (AAC)	2.46
X v Mid Sussex CAB [2009] UKEAT/0220/08/SM	4.15
X v Mid Sussex Citizens Advice Bureau and others [2012] UKSC 59 IRLR 76	4.12, 4.15
X v UK (1997) 24 EHRR 143	13.100
YL (by her litigation friend the Official Solicitor) v Birmingham City Council and Others [2007] UKHL 27	5.21, 13.93
York City Council v Grosset [2018] EWCA Civ 1105	3.29
Z v A Government Department and the Board of Management of a Community School (Case C-363/12) [2014] EqLR 316	2.100, 13.61

Table of Legislation

Equality Act 2010	s 6	2.10, 2.14, 7.28
Pt 1	s 6(1)	2.14
Pt 2	s 6(3)	2.18
Pt 2, Chap 1	s 6(4)	2.17
Pt 2, Chap 4	s 6(5)	2.11
Pt 2, Chap 4XX	s 7	2.43, 2.49
Pt 2, Chap 5	s 7(1)	2.49
Pt 2, Chap 6XX	s 7(2)	2.49
Pt 3 (ss 28–31)	s 7(3)	2.49
5.02, 5.06, 5.07–5.11, 5.15,	s 8	2.54
5.20, 5.21, 5.22, 5.56, 5.57,	s 8(1)	2.54
5.143, 5.145, 10.11, 13.91	s 8(2)	2.54
Pt 4	s 9	2.58, 9.67
1.38, 5.09, 7.01, 7.02,	s 9(1)	2.58, 2.61
7.04, 7.08, 13.101	s 9(2)	2.58, 6.139
Pt 5	s 9(3)	2.58
1.02, 1.38, 3.37, 3.83, 4.01,	s 9(4)	2.58
4.75, 4.83, 4.100, 5.09, 5.106,	s 9(5)(a)	2.60
7.05, 10.19, 10.84, 12.28, 12.30	s 10	2.67
Pt 5, Chap 1	s 10(1)	2.67
Pt 5, Chap 3	s 10(2)	2.67
Pt 6	s 10(3)	2.67
1.38, 2.11, 5.09, 5.87, 5.91,	s 11	2.81
5.94, 6.01, 6.02, 7.05	s 11(a)	2.81
Pt 6, Chap 1	s 11(b)	2.81
Pt 6, Chap 2	s 12	2.83
Pt 6, Chap 3	s 12(1)	2.83
Pt 7	s 12(2)	2.83
Pt 8	s 13	3.09, 3.11, 3.12, 3.19, 3.20,
Pt 9	3.21, 3.22, 3.36, 3.38, 3.39,	
Pt 9, Chap 4	4.06, 5.10, 5.31, 5.162,	
Pt 10	11.07, 11.34, 12.56, 12.99	
Pt 11	s 13(1)	3.03, 3.05
Pt 12	s 13(2)	3.16, 4.99, 5.02, 5.04
Pt 12, Chap 1	s 13(3)	3.17, 3.18
Pt 12, Chap 2	s 13(5)	3.08
Pt 12, Chap 3	s 13(6)(a)	3.20, 3.35
Pt 13	s 13(6)(b)	3.21
Pt 14	s 13(7)	3.20
Pt 15	s 13(8)	3.20, 3.33
s 1	s 14	11.34
s 1(1)	s 15	3.24, 3.25, 3.29, 5.32,
s 5	5.162, 7.27, 7.29, 7.33	
s 5(1)		
s 5(2)		

Table of Legislation

s 15(1)	3.24	s 28(1)(a)	5.02, 5.07
s 15(2)	3.24	s 28(1)(b)	5.08
s 15(4)(b)	4.80	s 28(2)(a)	5.09
s 16	3.32	s 28(2)(b)	5.09
s 17	2.89, 3.33, 3.34, 3.35, 3.36, 3.40, 5.34	s 28(3)	5.09
s 17(2)	2.90	s 29	5.01, 5.19, 5.22, 5.52, 5.56, 5.61, 5.83, 5.85, 5.86, 5.88, 5.90, 5.93, 5.95, 5.97, 5.106, 5.142, 5.143, 5.146, 5.163, 7.06, 7.25, 10.05, 12.99, 12.133
s 17(3)	2.90, 3.35	s 29(1)	5.12, 5.22
s 17(4)	2.90, 3.35	s 29(2)	5.23, 5.131
s 17(5)	2.91	s 29(3)	5.26
s 17(6)	3.33, 3.35	s 29(4)	5.25
s 18	2.89, 3.33, 3.39, 3.40, 3.41, 4.06	s 29(5)	5.25
s 18(2)	2.93, 3.39	s 29(6)	5.17, 5.33, 5.145
s 18(3)	2.93	s 29(7)	5.36, 5.152
s 18(4)	2.93	s 29(8)	5.10, 5.31, 5.33
s 18(5)	3.38	s 29(9)	10.83
s 18(6)	2.96, 3.38, 11.67	s 30	5.145, 10.83
s 18(7)	2.94, 2.97, 3.33, 3.38	s 30(2)	5.145
s 19	3.43, 5.02, 5.35, 5.162, 11.46, 11.47, 12.99, 13.58	s 31(2)	5.13
s 19(1)	3.43	s 31(3)	5.13
s 19(2)	3.43	s 31(4)	5.18, 5.20
ss 20–22	5.143	s 31(6)	5.22
s 20	3.58, 4.75, 4.76, 5.35, 5.36, 5.39, 5.147, 6.78, 7.43, 7.76, 10.27	s 31(7)	5.23
s 20(3)	5.46, 5.152, 7.53, 7.67	s 31(10)	5.56
s 20(4)	5.44	s 31(9)	5.39
s 20(6)	1.33, 3.63	s 32(1)	7.04
s 20(7)	1.33, 3.67, 5.41	s 32(2)	7.05
s 20(9)	5.44	s 32(3)(a)	7.06
s 20(10)	3.60	s 32(3)(b)	7.07
s 21	5.162	s 32(4)	7.07
s 23	11.34	s 32(5)	7.08
s 23(1)	3.04, 3.47	s 33	7.09
s 23(2)(a)	3.04	s 33(1)	7.09
s 23(3)	3.04	s 33(2)	7.10
s 24(1)	3.14	s 33(3)	7.11, 7.19
s 24(2)	5.162	s 33(4)	7.13
s 26	3.70, 4.21, 4.23, 5.27	s 33(5)	7.13
s 26(1)	4.24	s 33(6)	7.11, 7.17
s 26(3)	3.80, 4.25	s 34(1)	7.15
s 26(4)	3.77	s 34(2)	7.17
s 27	3.85, 3.93, 4.27, 6.15, 9.81	s 34(5)	7.20
s 27(2)(d)	3.86	s 35(1)	7.22
s 27(3)	3.87	s 35(1)(b)	7.36
s 27(4)	3.84	s 35(2)	7.40
ss 28–31	4.59	s 35(3)	7.41
s 28	5.07, 5.09	s 35(4)	7.40
s 28(1)	2.09		

Table of Legislation

s 36	7.87	s 58	4.62
s 36(1)	7.44, 7.47, 7.113	s 58(4)	4.62
s 36(2)	7.47	s 58(6)	4.62
s 36(3)	7.47	s 59	4.62
s 36(4)	7.47	s 60	4.63, 4.67, 4.70
s 36(5)	7.72	s 60(1)	10.82
s 36(6)	7.73	s 60(1)(a)–(b)	4.64
s 37	7.74, 7.86	s 60(2)	4.65
s 38	7.03	s 60(6)	4.67, 10.82
s 38(2)	7.03	s 60(9)	4.70
s 38(3)	7.03	s 60(14)	4.69
s 38(4)	7.03	s 61	4.71, 10.21, 11.42
s 38(5)	7.03	ss 64–71	11.02, 11.11
s 38(6)	7.03	s 64	11.11 11.59
s 38(7)	7.03	s 64(2)	11.11
s 39(1)	4.04	s 65(1)	11.23
s 39(2)	4.05	s 65(1)(b)	11.15
s 39(3)	4.04, 9.81	s 65(2)	11.24
s 39(4)	4.05, 9.81	s 65(3)	11.25
s 39(5)	4.06	s 65(4)	11.27
s 39(6)	4.06	s 65(5)	11.27
s 40	3.83, 4.21	s 65(6)	11.30
s 40(2)–(4)	4.22	s 66	11.16, 11.59
s 41	4.39, 4.87	s 66(2)(a)	11.12
s 41(1)	4.33	s 66(2)(b)	11.12
s 41(3)	4.33	s 66(3)	11.16
s 41(5)	4.34	s 66(4)	11.15
s 42	4.42	s 67	11.16
s 42(2)	4.42	s 67(2)(a)	11.17
s 43	4.43	s 67(2)(b)	11.17
s 44	4.48	s 67(3)	11.18
s 45	4.48	s 67(4)	11.19
s 47	4.49	s 67(5)	11.18
s 49	4.50	s 67(6)	11.19
s 49(2)	4.51	s 67(7)	11.20, 11.42
s 49(5)	9.81	s 67(7)(b)	11.42
s 49(8)	9.81	s 67(8)	11.20, 11.42, 11.53, 11.56
s 50(5)	9.81	s 67(9)	11.21, 11.57
s 50(9)	9.81	s 67(10)	11.21, 11.57
s 51	4.50	s 68	11.16
s 52	4.53	s 69	7.08, 11.49, 11.52
s 53	4.57	s 69(1)	11.22, 11.44
s 54	4.56	s 69(1)(a)	11.45
s 54(6)	4.58	s 69(2)	11.45
s 55	4.59	s 69(3)	11.51
s 55(6)	4.59	s 69(4)	11.20, 11.22, 11.53, 11.54
s 55(7)	4.59	s 70	11.06, 11.32
s 56(2)(a)–(e)	10.53	s 71	11.08, 11.32, 11.33
s 57	4.61	ss 72–76	11.02, 11.59

Table of Legislation

s 73(1)	11.60	s 83(3)	9.75
s 73(3)	11.60	s 83(8)	11.11
s 74(1)–(5)	11.62	s 84	6.02
s 74(6)	11.63	s 85	4.57, 6.08, 6.18, 6.133
s 74(7)	11.63	s 85(1)	6.09
s 74(8)	11.65	s 85(2)	6.01, 6.10
s 74(9)	11.66	s 85(3)	6.11
s 75(1)	11.68	s 85(4)	6.13
s 75(3)	11.69	s 85(5)	6.14
s 75(4)	11.69	s 85(6)	6.41
s 75(5)	11.69	s 85(7)	6.04
s 75(6)	11.69	s 85(8)	6.06
s 75(7)	11.70	s 85(9)	6.07
s 75(8)	11.72	s 85(10)	6.11
s 75(9)	11.72	s 86(1)	6.15
s 75(10)(b)	11.73	s 86(3)	6.16
s 76	11.06, 11.71	s 86(4)	6.17
ss 77–78	11.02	s 86(5)	6.15, 6.17
s 77	9.78, 9.80	s 87(1)	6.18
s 77(1)	9.73, 9.77	s 87(2)	6.18
s 77(2)	9.73, 9.77, 9.78	s 87(3)	6.18
s 77(3)	9.76, 9.77	s 89	6.07
s 77(4)	3.85, 3.86	s 89(2)	6.02, 6.47
s 78	9.03, 9.82	s 89(5)	6.04, 6.06
ss 79–80	11.02	s 89(7)	6.04
s 79	11.35, 11.41	s 89(8)	6.04, 6.06
s 79(3)(a)	11.36	s 91	6.63, 6.133
s 79(4)	11.38	s 91(1)	6.64
s 79(4)(a)	11.36	s 91(2)	6.65
s 79(4)(c)	11.37	s 91(5)	6.67
s 79(5)	11.41	s 91(6)	6.67, 6.72
s 79(6)	11.41	s 91(7)	6.67
s 79(7)	11.41	s 91(8)	6.68
s 79(8)	11.41	s 91(12)	6.71
s 79(9)	11.36	s 92(7)(a)	6.82
s 80(2)	9.74, 11.43	s 92(7)(c)	6.82
s 80(2)(a)	11.07	s 92(8)(a)	6.82
s 80(2)(b)	11.07	s 92(8)(b)	6.82
s 80(3)	11.37	s 92(8)(c)	6.82
s 80(4)	11.22, 11.44	s 92(9)	6.82
s 80(5)	10.43, 11.28	s 93(1)	6.98
s 80(6)	11.29	s 93(2)	6.99
s 80(8)	11.21	s 93(3)	6.100
s 81	10.83	s 93(4)	6.101
s 82	10.83	s 93(5)	6.101
s 83	4.08, 11.01	s 93(6)	6.102
s 83(2)	9.75, 11.11	s 93(7)	6.95

Table of Legislation

s 93(9) . . . . .	.6.97	s 120 . . . . .	.10.18
s 94(2) . . . . .	.6.62	s 120(7)	10.19, 10.20
s 94(3) . . . . .	.6.62	s 122	10.21, 10.24
s 98(4) . . . . .	.6.69	s 123(4) . . . . .	.10.27
s 94(5) . . . . .	.6.69	s 124(4) . . . . .	.3.56
s 94(8) . . . . .	.6.69	s 124(7) . . . . .	.10.34
s 96 . . . . .	.4.57	s 127(9) . . . . .	.11.07
s 96(1) . . . . .	.6.127	s 128 . . . . .	.10.41
s 96(2) . . . . .	.6.128	s 128(2) . . . . .	.10.35
s 96(3) . . . . .	.6.129	s 129 . . . . .	.10.36
s 96(4) . . . . .	.6.130	s 130(2) . . . . .	.10.37
s 96(5) . . . . .	.6.131	s 130(9) . . . . .	.10.40
s 96(6) . . . . .	.6.134	s 131(5) . . . . .	.11.31
s 96(7) . . . . .	.6.140	s 131(6) . . . . .	.11.31
s 96(8) . . . . .	.6.140	s 131(7) . . . . .	.11.31
s 96(9)	6.6.141	s 132 . . . . .	.11.07
s 96(10) . . . . .	.6.140	s 134(5) . . . . .	.10.49
s 97(2) . . . . .	.6.124	s 134(6) . . . . .	.10.49
s 97(3) . . . . .	.6.124	s 136	3.96, 3.97
s 97(4) . . . . .	.6.133	s 136(2) . . . . .	.8.42
s 97(6) . . . . .	.6.132	s 138	9.70, 10.58
s 101 . . . . .	.12.126	s 138(4) . . . . .	.9.70
s 101(1) . . . . .	.12.129	s 139 . . . . .	.10.60
s 101(3) . . . . .	.12.129	s 139A . . . . .	.10.61
s 102 . . . . .	.12.128	s 140A . . . . .	.10.12
s 102(1) . . . . .	.12.129	s 140AA . . . . .	.10.12
s 104	12.27, 12.45, 12.74, 12.76, 12.78, 12.89	s 142(2) . . . . .	.10.53
s 104(4) . . . . .	.12.85	s 143 . . . . .	.10.54
s 104(7)	12.74, 12.75	s 146(5) . . . . .	.10.56
s 105	12.75, 12.79	s 149	5.20, 5.181, 8.01, 8.11, 8.16, 8.32, 8.35, 8.41, 9.01, 9.06, 10.05, 12.107, 13.109
s 106	12.86, 12.87	s 149(1)–(2) . . . . .	.8.05
s 108	4.26, 4.27	s 149(1) . . . . .	.8.01, 8.17, 8.31
s 108(7)	4.27, 5.25	s 149(1)(a)–(c) . . . . .	.8.18
s 109 . . . . .	.4.29	s 149(1)(a) . . . . .	.8.35
s 110 . . . . .	.4.31	s 149(2) . . . . .	.8.01
s 111	5.27, 10.63	s 149(3)–(6) . . . . .	.8.07
s 112	5.27, 5.30, 10.51	s 149(3) . . . . .	.8.01
s 112(3) . . . . .	.4.32	s 149(7)	8.01, 8.28, 12.107
s 113 . . . . .	.10.06	s 150(3) . . . . .	.8.10
s 113(2) . . . . .	.10.05	s 150(5) . . . . .	.8.12
s 114 . . . . .	.10.03	s 153	8.13, 8.29
s 114(2) . . . . .	.10.11	s 153(2)	9.55, 9.56
s 115 . . . . .	.10.06	s 155 . . . . .	.9.06
s 117	5.61, 10.08	s 155(2)	9.10, 9.13
s 118(6) . . . . .	.10.13	s 155(3) . . . . .	.9.10
s 118(6)(a) . . . . .	.10.13	s 156 . . . . .	.8.37
s 119(5) . . . . .	.3.56		

Table of Legislation

s 158	3.17, 12.01, 12.15, 12.23, 12.27, 12.55, 12.58, 12.85, 12.89, 12.91, 12.94, 12.95, 12.96, 12.100, 12.101, 12.103, 12.105, 12.108, 12.109, 12.110, 12.115, 12.122	s 165(2)	5.187
s 158(1)	12.89	s 165(3)	5.187
s 158(2)	12.89, 12.93, 12.102	s 165(4)	5.188
s 158(3)	12.89	s 165(5)	5.189
s 158(4)	12.27	s 165(6)	5.190
s 158(6)	12.27	s 165(8)	5.191
s 159	3.17, 12.01, 12.15, 12.27, 12.28, 12.30, 12.36, 12.38, 12.45, 12.47, 12.54, 12.55, 12.56, 12.57, 12.58, 12.67, 12.89, 12.90, 12.94, 12.109, 12.110	s 165(9)	5.192
s 159(1)	12.30, 12.34	s 166	5.186, 5.194, 5.196
s 159(2)	12.30, 12.45	s 166(1)	5.194
s 159(3)	12.27, 12.30	s 166(2)	5.195
s 159(3)	12.30	s 166(4)	5.195
s 159(4)	12.30	s 166(6)	5.194
s 159(4)(b)	12.56	s 167	5.186, 5.187, 5.196, 5.214
s 160	5.167, 5.203	s 167(1)	5.196
s 160(1)	5.167	s 167(2)	5.196
s 160(2)	5.168	s 167(6)	5.197
s 160(3)	5.169	s 168	5.199, 5.211
s 160(4)	5.170	s 168(1)	5.201
s 160(5)	5.170	s 168(2)	5.201
s 160(6)	5.170	s 168(3)	5.202
s 161	5.172, 5.182, 5.198	s 168(4)	5.202
s 161(2)	5.198	s 169(1)	5.211
s 162	5.172	s 169(2)	5.212
s 162(2)	5.174	s 169(2)	5.212
s 162(1)	5.173	s 169(3)	5.212
s 162(3)	5.173, 5.175	s 169(4)	5.213
s 162(4)	5.176	s 169(5)	5.211
ss 163–165	5.203	s 170	5.204, 5.211
s 163	5.178, 5.180	s 170(1)	5.205
s 163(1)	5.179	s 170(2)	5.207
s 163(2)	5.179	s 170(3)	5.208
s 163(3)	5.179	s 170(4)	5.209
s 163(4)	5.179	s 170(5)	5.206, 5.211
s 164	5.180	s 171(1)	5.211
s 164(1)	5.180	s 171(2)	5.212
s 164(3)	5.182	s 171(3)	5.212
s 164(4)	5.183	s 171(4)	5.213
s 164(5)	5.184	s 172	5.214
s 164(7)	5.181, 5.184	s 173(1)	5.200, 5.203
s 165	5.186, 5.187, 5.195, 5.196	s 174	5.215
s 165(1)	5.187	s 174(2)	5.216
		s 174(3)	5.217
		s 174(5)	5.215
		s 175(1)	5.218
		s 182	5.220
		s 182(2)	5.221
		s 182(6)	5.221
		s 182(8)	5.220
		s 183(1)	5.222

Table of Legislation

s 185	2.17	Sch 1, Pt 1, para 2(2)	2.19
s 190	1.01	Sch 1, Pt 1, para 2(3)	2.19
s 190(1)	7.93	Sch 1, Pt 1, para 2(4)	2.19
s 190(2)(a)	7.95	Sch 1, Pt 1, para 5	2.31, 7.105
s 190(2)(b)	7.96	Sch 1, Pt 1, para 5(3)	2.33
s 190(4)	7.97	Sch 1, Pt 1, para 6	2.41
s 190(5)	7.98	Sch 1, Pt 1, para 8	2.42
s 190(6)	7.99	Sch 1, para 8(1)	3.12
s 190(7)	7.94	Sch 1, para 8(2)	3.12
s 190(8)	7.91	Sch 1, Pt 2, para 12	2.11
s 190(9)	7.100	Sch 2	5.39, 5.49, 5.147, 5.150
s 191	5.57	Sch 2, para 1	5.147
s 192	5.11, 5.60	Sch 2, para 2(1)	5.147
s 193	5.11, 5.62, 12.101	Sch 2, para 2(2)	5.39
s 193(1)	5.62, 5.65	Sch 2, para 2(3)	5.44
s 193(2)	5.63, 5.64	Sch 2, para 2(5)	5.49
s 193(2)(b)	12.102	Sch 2, para 2(6)	5.44
s 193(3)	7.96	Sch 2, para 2(7)	5.40
s 193(4)	5.65	Sch 2, para 2(8)	5.49
s 193(5)	5.66	Sch 2, para 3	5.147, 5.148, 5.150
s 1963(6)	5.66	Sch 2, para 3(2)	5.149
s 193(7)	5.67	Sch 2, para 3(3)	5.150
s 193(8)	5.68	Sch 2, para 3(4)	5.155
s 194	5.11	Sch 2, para 3(6)	5.156
s 194(2)	5.65	Sch 2, para 3(7)	5.156
s 194(3)	5.62	Sch 2, para 3(8)	5.153
s 194(5)	5.68	Sch 2, para 3(9)	5.153
s 195	5.11	Sch 2, para 4	5.158
s 195(1)	5.77	Sch 2, para 4(2)	5.159
s 195(2)	5.77	Sch 2, para 4(3)	5.160
s 195(3)	5.78	Sch 2, para 4(4)	5.161
s 195(4)	5.79	Sch 3	5.03, 5.11, 5.56, 5.83, 6.46
s 195(6)(a)	5.80	Sch 3, Pt 1	5.83
s 195(6)(b)	5.80	Sch 3, Pt 2	5.87
s 195(7)	5.81	Sch 3, Pt 3	5.95
s 195(8)	5.82	Sch 3, Pt 4	5.97
s 196	5.59	Sch 3, Pt 5	5.105
s 197	5.03, 5.56	Sch 3, Pt 6	5.116
s 203	13.42	Sch 3, Pt 6, para 24	5.116
s 204	13.42	Sch 3, Pt 6, para 24(2)	1.33
s 207(4)	5.03	Sch 3, Pt 6A	5.117
s 207(6)	5.03	Sch 3, Pt 6B	5.118
s 212	5.47	Sch 3, Pt 7	5.123, 5.126, 5.128, 5.138
s 212(1)	2.28, 3.61, 3.82	Sch 3, Pt 8	1.33, 5.142
s 212(5)	3.82, 5.10, 5.31, 6.13, 7.12	Sch 3, Pt 9	5.143, 5.146, 5.162
s 213(5)	11.72	Sch 3, para 1	5.83, 5.113
s 213(7)	11.72	Sch 3, para 2	5.83
Sch 1, Pt 1, para 2	2.19	Sch 3, para 2(3)	5.83
Sch 1, Pt 1, para 2(1)	2.19	Sch 3, para 3	5.115

Table of Legislation

Sch 3, para 3(1)	5.84	Sch 3, para 25B(1)	5.118
Sch 3, para 3(2)	5.84	Sch 3, para 25B(2)	5.118
Sch 3, para 3(2)–(5)	5.83	Sch 3, para 25B(3)(4)	5.118
Sch 3, para 4	5.85, 5.115	Sch 3, para 25C	5.118
Sch 3, para 4(2)	5.85	Sch 3, para 26	5.123
Sch 3, para 5	5.61, 5.86	Sch 3, para 26(1)	5.123
Sch 3, para 6	5.88	Sch 3, para 26(2)	5.123
Sch 3, para 7	5.89	Sch 3, para 26(3)	5.123
Sch 3, para 8	5.90	Sch 3, para 27	5.124
Sch 3, para 8(2)	5.90	Sch 3, para 27(2)–(7)	5.124
Sch 3, para 9	5.91, 5.94	Sch 3, para 28	5.125
Sch 3, para 10	5.92	Sch 3, para 29	5.126
Sch 3, para 11	5.93	Sch 3, para 29(1)	5.127
Sch 3, para 13(1)(a)	5.95	Sch 3, para 29(2)	5.126
Sch 3, para 13(2)	5.95	Sch 3, para 29(3)	5.126
Sch 3, para 14	5.95	Sch 3, para 30	5.128
Sch 3, para 14(1)	5.95	Sch 3, para 30A	5.130
Sch 3, para 14(2)	5.95	Sch 3, para 30A(2)	5.130
Sch 3, para 15	5.95	Sch 3, para 30B	5.133
Sch 3, para 15A	5.101	Sch 3, para 30B(2)	5.133
Sch 3, para 15A(5)	5.101	Sch 3, para 30B(3)	5.134
Sch 3, para 16	5.97	Sch 3, para 30B(4)	5.133
Sch 3, para 16(1)–(3)	5.97	Sch 3, para 30C	5.136
Sch 3, para 16(3)	5.97	Sch 3, para 30C(2)	5.136
Sch 3, para 16(4)	5.98	Sch 3, para 30C(3)	5.136
Sch 3, para 17	5.99, 5.101	Sch 3, para 30C(4)(b)	5.137
Sch 3, para 17(5)	5.100, 5.101	Sch 3, para 30D	5.138
Sch 3, para 17(6)	5.100	Sch 3, para 30D(1)(a)	5.139
Sch 3, para 18(2)	5.102	Sch 3, para 30D(1)(b)	5.139
Sch 3, para 18(3)	5.102	Sch 3, para 30D(2)	5.139
Sch 3, para 18(4)–(6)	5.103	Sch 3, para 30D(3)(a)	5.139
Sch 3, para 18(7)	5.104	Sch 3, para 30D(3)(b)	5.139
Sch 3, para 20	5.106	Sch 3, para 30D(4)	5.140
Sch 3, para 20A(1)	5.107, 5.108	Sch 3, para 30D(5)	5.138
Sch 3, para 20A(2)	5.108	Sch 3, para 31	5.142
Sch 3, para 20A(3)	5.107	Sch 3, para 33(1)	5.163
Sch 3, para 21	5.112	Sch 3, para 33(2)	5.163
Sch 3, para 21(1)	5.112	Sch 3, para 34	5.143, 5.146, 5.150
Sch 3, para 21(2)	5.105	Sch 3, para 34(1A)	5.143
Sch 3, para 22	5.06, 5.113, 11.56, 13.60	Sch 3, para 34A	5.01
Sch 3, para 23(6)	5.105	Sch 4	7.45, 7.78, 7.87
Sch 3, para 24	5.116	Sch 4, para 2(1)	7.49
Sch 3, para 24(4)	5.116	Sch 4, para 2(3)	7.50
Sch 3, para 25	5.116	Sch 4, para 2(5)	7.49
Sch 3, para 25(2)	5.116	Sch 4, para 2(6)	3.66, 7.48
Sch 3, para 25(4)	5.116	Sch 4, para 2(7)	7.53
Sch 3, para 25A	5.117	Sch 4, para 2(8)	7.68
Sch 3, para 25B	5.74, 5.118	Sch 4, para 2(9)	7.68, 7.69

Table of Legislation

Sch 4, para 2(10)	7.50	Sch 7, Pt 2	7.08
Sch 4, para 3(2)	7.59	Sch 7, para 1	11.55, 11.61
Sch 4, para 3(3)	7.59	Sch 7, para 2	11.04, 11.55
Sch 4, para 3(4)	7.60	Sch 7, para 4	11.56
Sch 4, para 3(5)	3.66, 7.48	Sch 7, para 4(3)	11.56
Sch 4, para 3(6)	7.68	Sch 7, para 5	11.56
Sch 4, para 3(7)	7.68	Sch 8	4.75, 4.78, 4.83
Sch 4, para 4(1)	7.64	Sch 8, para 2	4.61
Sch 4, para 4(2)	7.64	Sch 8, para 2(5)	4.84
Sch 4, para 4(3)	7.64, 7.65	Sch 8, para 5	4.85
Sch 4, para 4(5)	7.64	Sch 8, para 5(1)	3.60
Sch 4, para 4(6)	3.66, 7.63	Sch 8, para 17	4.61
Sch 4, para 4(7)	7.67	Sch 8, para 20(1)	3.66
Sch 4, para 4(8)	7.68	Sch 9	4.86, 4.107, 12.20
Sch 4, para 5	7.71	Sch 9, Pt 1	1.34, 6.117
Sch 4, para 5(2)	7.76	Sch 9, para 1(1)	4.88
Sch 4, para 5(3)	7.77	Sch 9, para 2(5)	4.91, 4.94
Sch 4, para 5(4)	7.76	Sch 9, para 2(6)	4.91
Sch 4, para 5(6)	3.66, 7.75	Sch 9, para 3	4.95
Sch 4, para 5(8)	7.90	Sch 9, para 4	4.97
Sch 4, para 6(1)	7.79	Sch 9, para 9	4.97
Sch 4, para 6(2)	7.79	Sch 9, para 10	4.100
Sch 4, para 6(3)	7.80	Sch 9, para 10(2)	4.101
Sch 4, para 6(4)	7.71	Sch 9, para 3	4.102
Sch 4, para 7(1)	7.81	Sch 9, para 10(7)	4.100
Sch 4, para 7(2)	7.82	Sch 9, para 11	4.105
Sch 4, para 7(3)	7.83	Sch 9, para 12	4.105
Sch 4, para 7(4)	7.84	Sch 9, para 13	4.103
Sch 5	7.102	Sch 9, para 14	4.104
Sch 5, para 1(2)	7.105	Sch 9, para 15	4.106
Sch 5, para 1(3)	7.103	Sch 9, para 17	4.108
Sch 5, para 1(4)	7.104	Sch 9, para 18	4.109
Sch 5, para 2(1)	7.107	Sch 9, para 19	4.110
Sch 5, para 2(2)	7.107	Sch 9, para 20	4.112
Sch 5, para 3(1)	7.111	Sch 10	6.23, 6.37, 6.38
Sch 5, para 3(2)	7.111	Sch 10, para 1(1)	6.25
Sch 5, para 3(3)	7.107, 7.109	Sch 10, para 1(2)	6.28
Sch 5, para 3(4)	7.107, 7.110	Sch 10, para 1(3)	6.28
Sch 5, para 3(5)	7.111	Sch 10, para 1(4)	6.29
Sch 5, para 3(6)	7.111	Sch 10, para 1(5)	6.30
Sch 5, para 4(1)	7.113	Sch 10, para 1(6)	6.30
Sch 5, para 4(3)	7.114	Sch 10, para 2(1)(a)	6.29
Sch 5, para 4(4)	7.113	Sch 10, para 2(1)(b)	6.29
Sch 5, para 5	7.103	Sch 10, para 2(2)	6.30
Sch 6, para 1(1)	4.55	Sch 10, para 2(5)	6.31
Sch 6, para 2	4.55	Sch 10, para 2(7)	6.31
Sch 6, para 3	4.55	Sch 10, para 3(1)	6.26
Sch 7	11.20, 11.21, 11.55	Sch 10, para 3(2)	6.28

Table of Legislation

Sch 10, para 3(3)	6.28	Sch 13, para 3(2)	6.73
Sch 10, para 3(4)	6.32	Sch 13, para 3(c)(i).	6.78
Sch 10, para 3(5)	6.32	Sch 13, para 3(c)(ii)	6.78
Sch 10, para 3(6)	6.32	Sch 13, para 3(c)(iii).	6.79
Sch 10, para 3(7)	6.36	Sch 13, para 3(4)	6.74, 6.79
Sch 10, para 3(8)	6.36	Sch 13, para 4	6.116
Sch 10, para 4(3)	6.33	Sch 13, para 4(1)	6.139
Sch 10, para 4(4)	6.34	Sch 13, para 4(2)	6.80
Sch 10, para 5	6.35	Sch 13, para 4(3)	6.80
Sch 10, para 6(4)	6.28	Sch 13, para 5(2)	6.94
Sch 10, para 6(5)	6.38	Sch 13, para 5(4)	6.90
Sch 10, para 6(6)	6.39	Sch 13, para 6(2)	6.103
Sch 10, para 6(7)	6.40	Sch 13, para 6(4)	6.103
Sch 11	6.47, 6.52	Sch 13, para 7	6.108
Sch 11, para 1(1)	6.48	Sch 13, para 8(2)	6.109
Sch 11, para 1(2)(b).	6.48	Sch 13, para 8(3)	6.109, 6.110
Sch 11, para 1(3)	6.48	Sch 13, para 8(4)	6.110
Sch 11, para 2(1)	6.49	Sch 13, para 8(5)	6.110
Sch 11, para 2(2)	6.50	Sch 13, para 8(6)	6.111
Sch 11, para 2(3)(b).	6.49	Sch 13, para 9(1)	6.135
Sch 11, para 2(4)	6.49	Sch 13, para 9(2)	6.135
Sch 11, para 3	6.51, 6.52	Sch 14	6.121
Sch 11, para 4	6.52	Sch 14, para 2	6.123
Sch 11, para 5	6.53	Sch 16	12.124, 12.129, 12.132
Sch 11, para 6	6.54	Sch 16, para 1	12.129
Sch 11, para 8(1)	6.57	Sch 16, para 1(1)	12.129
Sch 11, para 8(2)	6.58	Sch 16, para 1(2)	12.129
Sch 11, para 8(3)	6.59	Sch 16, para 1(3)	12.129, 12.130
Sch 11, para 8(4)	6.60	Sch 16, para 1(4)	12.130
Sch 12	6.112	Sch 17	10.07
Sch 12, para 1(1)	6.113	Sch 17, para 5	6.35
Sch 12, para 1(2)(a)	6.114	Sch 18	8.36, 9.52
Sch 12, para 1(2)(b).	6.114	Sch 18, section 4	8.36
Sch 12, para 1(3)	6.114	Sch 18, section 5	8.36
Sch 12, para 1(4)	6.114	Sch 18, para 1	8.36
Sch 12, para 2(1)	6.115	Sch 18, para 2	8.36
Sch 12, para 2(2)	6.116	Sch 18, para 3	8.36
Sch 12, para 2(4)	6.116	Sch 19	8.10, 8.29, 9.52, 9.82, 9.84
Sch 12, para 2(5)	6.116	Sch 19, Pt 1	8.11, 8.13
Sch 12, para 4	6.117	Sch 20	5.223
Sch 12, para 5	6.118	Sch 21	5.51, 7.46
Sch 12, para 6	6.119	Sch 21, para 2	3.68, 5.51
Sch 12, para 7(1)	6.120	Sch 21, para 3	3.69, 5.51
Sch 12, para 7(2)	6.120	Sch 21, para 4	3.69
Sch 12, para 7(3)	6.120	Sch 21, para 5	3.69
Sch 13	1.33, 6.24, 6.41, 6.46, 6.72, 6.89, 6.102, 6.134	Sch 22	5.11, 5.57
Sch 13, para 2(2)	6.41	Sch 22, para 1(1)	5.57, 5.58
Sch 13, para 2(3)(b).	6.46	Sch 22, para 1(1)(3).	5.58
		Sch 22, para 1(1)(4).	5.58

Table of Legislation

Sch 23	5.11, 5.59, 5.69	Civil Partnership Act 2004	2.55, 5.119
Sch 23, para 1	5.59	s 94A(4)(a)	5.116
Sch 23, para 2	5.66, 5.121	s 202(1)	5.119
Sch 23, para 2(1)	5.69	s 202(2)	5.119
Sch 23, para 2(2)	5.69	s 202(3)	5.120
Sch 23, para 2(3)	5.70	s 202(4)	5.119
Sch 23, para 2(4)	5.70	Civil Partnership 2004 (Consequential	
Sch 23, para 2(5)	5.71	Provisions and Modifications)	
Sch 23, para 2(6)	5.72	Order (SI 2014/3229)	5.74,
Sch 23, para 2(7)	5.72		5.116, 5.118
Sch 23, para 2(8)	5.126	Civil Partnership (Opposite-sex Couples)	
Sch 23, para 2(9)	5.72	Regulations 2019 (SI 2019/1458)	2.55
Sch 23, para 2(10)	5.73	Civil Procedure Rules	
Sch 23, para 3	5.75	r 35.15	10.04
Sch 23, para 3(1)	5.75	Civil Rights Act 1964	1.05
Sch 23, para 3(2)	5.75	Civil Rights Act 1968	1.05
Sch 23, para 3(3)	5.75	Commonhold and Leasehold Reform	
Sch 23, para 3(4)	5.76	Act 2002	7.03
Sch 23, para 3(5)	5.75	Pt 1	7.71
Sch 23, para 3(6)	5.75	Companies Act 2006	11.36
Sch 23, para 3(7)	5.75	Companies Act 2006 (Strategic	
Sch 23, paras 9A–9D	5.74	Report and Directors Report)	
Sch 23, para 9A	5.74	Regulations 2013	12.71
Sch 23, para 9B	5.74	Communications Act 2003	
Sch 23, para 9C	5.74	s 32(7)	5.142
Sch 23, para 9D	5.74	Crime and Courts Act 2013	
		Sch 13, para 50(2)	4.53
		Criminal Justice Act 2003	
		Pt 10	1.10
		Deregulation Act 2015	10.33
		Disability Discrimination Act	
		1995 (DDA)	1.08, 3.24, 5.85, 5.144,
		5.148, 5.165, 5.219, 5.223, 6.23, 6.45,	
		6.46, 6.68, 6.72, 6.96, 6.125, 7.21, 7.23,	
		7.44, 7.48, 7.89, 7.91, 13.55, 13.56	
		Pt V	5.165
		s 6	1.09
		s 12	4.34
		s 13	13.56
		s 21	1.09
		s 24C(1)	7.48
		s 24F	7.89
		s 26	13.56
		s 28D	6.23
		s 28E	6.23
		s 28R	6.68
		s 31AA	6.125
		s 49A	8.01
		s 49G	7.91

OTHER UNITED KINGDOM LEGISLATION

Air Passenger Rights and Air Travel	
Organisers' Licensing (Amendment)	
(EU Exit) Regulations 2019	
(SI 2019/278)	5.164
Anti-social Behaviour, Crime and	
Policing Act 2014	10.05
Apprenticeships Skills, Children and	
Learning Act 2009	4.09
Care Act 2014	
s 73	5.21
Catholic Emancipation Acts	1.03
Charities Act 2011	5.62
Children Act 1989	8.36
Children and Families Act 2014	2.101, 13.62
City of London Police Act 1839	4.46
Civic Government (Scotland) Act 1982	
s 10	5.203
s 20(2A)	5.175
Civil Government (Scotland) Act 1982	
s 23	5.146

Table of Legislation

Disability Discrimination (Amendment) Act 2005	1.15	Employment Rights Act 1996 (ERA 1996)	1.02, 3.37, 4.20, 4.103, 10.84
Disability Rights Commission Act 1999	1.08	Pt VIII	2.95
Education Act 1993	10.07	s 191(4)	11.29
Education Act 2002 s 19	6.39	s 230	4.09
Education Act 2005 Pt 1	6.36	s 230(3)(b)	4.10
Education Act 1996	10.07	Employment Tribunals Act 1996 s 18(1)(e)	10.29
s 4	6.04	Employment Tribunals (Interest) Order (Amendment) Order 2013	10.60
s 13	5.88, 5.89	Enterprise and Regulatory Reform Act 2013	
s 14	5.88, 5.89, 5.90	s 65	4.22
s 507A	6.95	s 97	2.60
s 507B	6.95	Equal Pay Act 1963	1.05
s 508	6.95	Equal Pay Act 1970	1.06, 11.01, 11.23, 11.38, 11.51, 11.52
Education Acts	4.57, 6.133	Equal Pay Act (Northern Ireland) 1970 . . .	1.06
Education (Additional Support for Learning) (Scotland) Act 2004		Equality Act 2006	1.15, 5.94, 5.129, 9.43, 10.65, 10.82
s 4	5.89	Pt 1	10.02
s 5	5.89	s 14	6.108
Education and Skills Act 2008 Pt 4, Chap 1	6.03, 6.06, 6.36	s 15	6.108
Education (Scotland) Act 1980	4.57, 6.133	s 16	10.68
s 1	5.89	s 20	9.89, 10.72
s 16	6.53	s 21(4)	10.73
s 17	5.89, 5.90	s 23	10.74
s 17(2)	6.53	s 24	10.74, 10.78
s 50(1)	5.89	s 24A(2)	10.74
s 73(c)	6.05, 6.07	s 28	10.75
s 73(d)	6.05, 6.07	s 30	10.76
s 104	6.123	s 31	10.79
s 135(1)	6.06	s 32	8.37, 10.81
Employment Equality (Age) Regulations 2006 (SI 2006/1031)	1.18, 12.26, 12.31	s 50	6.47
reg 29	12.26	Equality Act 2016 s 6	6.20
reg 29(1)	12.26	Equality Act (Age Exceptions for Pension Schemes) Order 2010 (SI 2010/2133)	4.73
Employment Equality (Age) Regulations (Northern Ireland) 2006 (SR (N.I.) 2006/261	1.18	Equality Act 2010 (Age Exceptions) Order 2012 (SI 2012/2466)	5.03, 5.82
Employment Equality (Religion or Belief) Regulations 2003 (SI 2003/1660)	1.18, 4.96	Equality Act 2010 (Amendment) Regulations 2012 (SI 2012/2992)	5.06, 5.113, 13.60
Employment Equality (Repeal of Retirement Age Provisions) Regulations 2011 (SI 2011/ 1069)	4.99	Equality Act 2010 (Authorities subject to the Socio- economic Inequality Duty) Regulations 2018 (SSI 2018/101)	8.03
Employment Equality (Sexual Orientation) Regulations 2003 (SI 2003/1661)	1.18		