



Race Relations Act 1976 (Repealed)

1976 CHAPTER 74

PART II

DISCRIMINATION IN THE EMPLOYMENT FIELD

Modifications etc. (not altering text)

- C1 Part II extended by [Employment Protection Act 1975 \(c. 71\), s. 122\(2\)](#)

Discrimination by employers

4 ^{F1} . . . applicants and employees.

^{F2}

Textual Amendments

- F1 S. 4: words in heading omitted (19.7.2003) by virtue of [The Race Relations Act 1976 \(Amendment\) Regulations 2003 \(S.I. 2003/1626\), reg. 6\(1\)](#)
- F2 Act repealed (1.10.2010 (except for ss.71-71B, Sch. 1A) and 5.4.2011 otherwise) by [Equality Act 2010 \(c. 15\), s. 216\(3\), Sch. 27 Pt. 1](#) (as substituted (1.10.2010) by [S.I. 2010/2279, art. 13, Sch. 2](#) (with art. 15(5) and with further savings (temp.) in [S.I. 2010/2317, art. 10\(8\)\(b\)](#)); [S.I. 2010/2317, art. 2\(15\)\(f\)](#) (with art. 14(3), 15, Schs. 1, 3, 5); [S.I. 2011/1066, art. 2\(h\)](#)
Act subject to amendment (4.4.2011) by [Budget Responsibility and National Audit Act 2011 \(c. 4\), s. 29, Sch. 1 para. 26](#); [S.I. 2011/892, art. 3, Sch. 2](#); and expressed to be subject to further amendment (1.11.2011) by [Sports Grounds Safety Authority Act 2011 \(c. 6\), s. 8\(1\), Sch. 2 para. 6, Sch. 3](#); [S.I. 2011/2597, art. 2](#); and expressed to be subject to further amendment (1.4.2012) by [Budget Responsibility and National Audit Act 2011 \(c. 4\), s. 29, Sch. 5 para. 11\(1\)\(6\)](#); [S.I. 2011/2576, art. 5](#)

Modifications etc. (not altering text)

- C2 S. 4 modified by [S.I. 1989/901, art. 3, Sch.](#)
S. 4 modified (E.W.) (2.3.1998) by [S.I. 1998/218, art. 3, Sch.](#)

Status: Point in time view as at 21/10/2010.

Changes to legislation: There are currently no known outstanding effects for the Race Relations Act 1976 (Repealed), Part II. (See end of Document for details)

S. 4 modified (1.9.1999) by S.I. 1999/2256, art. 3, **Sch.** (which S.I. is revoked (E.) (1.9.2003) by S.I. 2003/1964, **art. 1(3)**) and (W.) 12.5.2006 by S.I. 2006/1073, **art. 1(3)**)
 S. 4 modified (E.) (1.9.2003) by The Education (Modification of Enactments Relating to Employment) (England) Order 2003 (S.I. 2003/1964), art. 3, **Sch.**
 S. 4 modified (W.) (12.5.2006) by The Education (Modification of Enactments Relating to Employment) (Wales) Order 2006 (S.I. 2006/1073), art. 3, **Sch.**

4A Exception for genuine occupational requirement

F3

Textual Amendments

F3 Act repealed (1.10.2010 (except for ss.71-71B, Sch. 1A) and 5.4.2011 otherwise) by Equality Act 2010 (c. 15), s. 216(3), **Sch. 27 Pt. 1** (as substituted (1.10.2010) by S.I. 2010/2279, art. 13, **Sch. 2** (with art. 15(5) and with further savings (temp.) in S.I. 2010/2317, **art. 10(8)(b)**); S.I. 2010/2317, **art. 2(15)(f)** (with art. 14(3), 15, Schs. 1, 3, 5); S.I. 2011/1066, **art. 2(h)**)
 Act subject to amendment (4.4.2011) by Budget Responsibility and National Audit Act 2011 (c. 4), s. 29, **Sch. 1 para. 26**; S.I. 2011/892, art. 3, **Sch. 2**; and expressed to be subject to further amendment (1.11.2011) by Sports Grounds Safety Authority Act 2011 (c. 6), s. 8(1), Sch. 2 para. 6, **Sch. 3**; S.I. 2011/2597, **art. 2**; and expressed to be subject to further amendment (1.4.2012) by Budget Responsibility and National Audit Act 2011 (c. 4), s. 29, **Sch. 5 para. 11(1)(6)**; S.I. 2011/2576, **art. 5**

5 Exceptions for genuine occupational qualifications.

F4

Textual Amendments

F4 Act repealed (1.10.2010 (except for ss.71-71B, Sch. 1A) and 5.4.2011 otherwise) by Equality Act 2010 (c. 15), s. 216(3), **Sch. 27 Pt. 1** (as substituted (1.10.2010) by S.I. 2010/2279, art. 13, **Sch. 2** (with art. 15(5) and with further savings (temp.) in S.I. 2010/2317, **art. 10(8)(b)**); S.I. 2010/2317, **art. 2(15)(f)** (with art. 14(3), 15, Schs. 1, 3, 5); S.I. 2011/1066, **art. 2(h)**)
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Modifications etc. (not altering text)

C3 S. 5 modified by S.I. 1989/901, art. 3, **Sch.**
 S. 5 modified (E.W.) (2.3.1998) by S.I. 1998/218, art. 3, **Sch.**
 S. 5 modified (1.9.1999) by S.I. 1999/2256, art. 3, **Sch.** (which S.I. is revoked (E.) (1.9.2003) by S.I. 2003/1964, **art. 1(3)**) and (W.) 12.5.2006 by S.I. 2006/1073, **art. 1(3)**)
 S. 5 modified (E.) (1.9.2003) by The Education (Modification of Enactments Relating to Employment) (England) Order 2003 (S.I. 2003/1964), art. 3, **Sch.**
 S. 5 modified (W.) (12.5.2006) by The Education (Modification of Enactments Relating to Employment) (Wales) Order 2006 (S.I. 2006/1073), art. 3, **Sch.**

Status: Point in time view as at 21/10/2010.

Changes to legislation: There are currently no known outstanding effects for the Race Relations Act 1976 (Repealed), Part II. (See end of Document for details)

6 Exception for employment intended to provide training in skills to be exercised outside Great Britain.

F5

Textual Amendments

- F5** Act repealed (1.10.2010 (except for ss.71-71B, Sch. 1A) and 5.4.2011 otherwise) by [Equality Act 2010](#) (c. 15), s. 216(3), [Sch. 27 Pt. 1](#) (as substituted (1.10.2010) by [S.I. 2010/2279](#), art. 13, [Sch. 2](#) (with art. 15(5) and with further savings (temp.) in [S.I. 2010/2317](#), [art. 10\(8\)\(b\)](#)); [S.I. 2010/2317](#), [art. 2\(15\)\(f\)](#) (with art. 14(3), 15, Schs. 1, 3, 5); [S.I. 2011/1066](#), [art. 2\(h\)](#)
Act subject to amendment (4.4.2011) by [Budget Responsibility and National Audit Act 2011](#) (c. 4), s. 29, [Sch. 1 para. 26](#); [S.I. 2011/892](#), art. 3, [Sch. 2](#); and expressed to be subject to further amendment (1.11.2011) by [Sports Grounds Safety Authority Act 2011](#) (c. 6), s. 8(1), Sch. 2 para. 6, [Sch. 3](#); [S.I. 2011/2597](#), [art. 2](#); and expressed to be subject to further amendment (1.4.2012) by [Budget Responsibility and National Audit Act 2011](#) (c. 4), s. 29, [Sch. 5 para. 11\(1\)\(6\)](#); [S.I. 2011/2576](#), [art. 5](#)

7 . . . contract workers.

F7

Textual Amendments

- F6** S. 7: words in heading omitted (19.7.2003) by virtue of [The Race Relations Act 1976 \(Amendment\) Regulations 2003](#) ([S.I. 2003/1626](#)), [reg. 10\(1\)](#)
- F7** Act repealed (1.10.2010 (except for ss.71-71B, Sch. 1A) and 5.4.2011 otherwise) by [Equality Act 2010](#) (c. 15), s. 216(3), [Sch. 27 Pt. 1](#) (as substituted (1.10.2010) by [S.I. 2010/2279](#), art. 13, [Sch. 2](#) (with art. 15(5) and with further savings (temp.) in [S.I. 2010/2317](#), [art. 10\(8\)\(b\)](#)); [S.I. 2010/2317](#), [art. 2\(15\)\(f\)](#) (with art. 14(3), 15, Schs. 1, 3, 5); [S.I. 2011/1066](#), [art. 2\(h\)](#)
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Modifications etc. (not altering text)

- C4** S. 7 modified by [S.I. 1989/901](#), art. 3, [Sch.](#)
S. 7 modified (E.W.) (2.3.1998) by [S.I. 1998/218](#), art. 3, [Sch.](#)
S. 7 modified (1.9.1999) by [S.I. 1999/2256](#), art. 3, [Sch.](#) (which S.I. is revoked (E.) (1.9.2003) by [S.I. 2003/1964](#), [art. 1\(3\)](#) and (W.) 12.5.2006 by [S.I. 2006/1073](#), [art. 1\(3\)](#))
S. 7 modified (E.) (1.9.2003) by [The Education \(Modification of Enactments Relating to Employment\) \(England\) Order 2003](#) ([S.I. 2003/1964](#)), art. 3, [Sch.](#)
S. 7 modified (W.) (12.5.2006) by [The Education \(Modification of Enactments Relating to Employment\) \(Wales\) Order 2006](#) ([S.I. 2006/1073](#)), art. 3, [Sch.](#)

8 Meaning of employment at establishment in Great Britain.

F8

Status: Point in time view as at 21/10/2010.

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Textual Amendments

F8 Act repealed (1.10.2010 (except for ss.71-71B, Sch. 1A) and 5.4.2011 otherwise) by Equality Act 2010 (c. 15), s. 216(3), **Sch. 27 Pt. 1** (as substituted (1.10.2010) by S.I. 2010/2279, art. 13, **Sch. 2** (with art. 15(5) and with further savings (temp.) in S.I. 2010/2317, **art. 10(8)(b)**); S.I. 2010/2317, **art. 2(15)(f)** (with art. 14(3), 15, Schs. 1, 3, 5); S.I. 2011/1066, **art. 2(h)**
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9 Exception for seamen recruited abroad.

F9

Textual Amendments

F9 Act repealed (1.10.2010 (except for ss.71-71B, Sch. 1A) and 5.4.2011 otherwise) by Equality Act 2010 (c. 15), s. 216(3), **Sch. 27 Pt. 1** (as substituted (1.10.2010) by S.I. 2010/2279, art. 13, **Sch. 2** (with art. 15(5) and with further savings (temp.) in S.I. 2010/2317, **art. 10(8)(b)**); S.I. 2010/2317, **art. 2(15)(f)** (with art. 14(3), 15, Schs. 1, 3, 5); S.I. 2011/1066, **art. 2(h)**
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Discrimination by other bodies

10 Partnerships.

F10

Textual Amendments

F10 Act repealed (1.10.2010 (except for ss.71-71B, Sch. 1A) and 5.4.2011 otherwise) by Equality Act 2010 (c. 15), s. 216(3), **Sch. 27 Pt. 1** (as substituted (1.10.2010) by S.I. 2010/2279, art. 13, **Sch. 2** (with art. 15(5) and with further savings (temp.) in S.I. 2010/2317, **art. 10(8)(b)**); S.I. 2010/2317, **art. 2(15)(f)** (with art. 14(3), 15, Schs. 1, 3, 5); S.I. 2011/1066, **art. 2(h)**
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11 Trade unions etc.

F11

Status: Point in time view as at 21/10/2010.

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Textual Amendments

F11 Act repealed (1.10.2010 (except for ss.71-71B, Sch. 1A) and 5.4.2011 otherwise) by Equality Act 2010 (c. 15), s. 216(3), **Sch. 27 Pt. 1** (as substituted (1.10.2010) by S.I. 2010/2279, art. 13, **Sch. 2** (with art. 15(5) and with further savings (temp.) in S.I. 2010/2317, **art. 10(8)(b)**); S.I. 2010/2317, **art. 2(15)(f)** (with art. 14(3), 15, Schs. 1, 3, 5); S.I. 2011/1066, **art. 2(h)**
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12 Qualifying bodies.

F12

Textual Amendments

F12 Act repealed (1.10.2010 (except for ss.71-71B, Sch. 1A) and 5.4.2011 otherwise) by Equality Act 2010 (c. 15), s. 216(3), **Sch. 27 Pt. 1** (as substituted (1.10.2010) by S.I. 2010/2279, art. 13, **Sch. 2** (with art. 15(5) and with further savings (temp.) in S.I. 2010/2317, **art. 10(8)(b)**); S.I. 2010/2317, **art. 2(15)(f)** (with art. 14(3), 15, Schs. 1, 3, 5); S.I. 2011/1066, **art. 2(h)**
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[^{F13}13 Persons concerned with provision of vocational training.

F14

Textual Amendments

F13 S. 13 substituted by Employment Act 1989 (c. 38, SIF 43:1, 106:1), s. 7(2)
F14 Act repealed (1.10.2010 (except for ss.71-71B, Sch. 1A) and 5.4.2011 otherwise) by Equality Act 2010 (c. 15), s. 216(3), **Sch. 27 Pt. 1** (as substituted (1.10.2010) by S.I. 2010/2279, art. 13, **Sch. 2** (with art. 15(5) and with further savings (temp.) in S.I. 2010/2317, **art. 10(8)(b)**); S.I. 2010/2317, **art. 2(15)(f)** (with art. 14(3), 15, Schs. 1, 3, 5); S.I. 2011/1066, **art. 2(h)**
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14 Employment agencies.

F15

Status: Point in time view as at 21/10/2010.

Changes to legislation: There are currently no known outstanding effects for the Race Relations Act 1976 (Repealed), Part II. (See end of Document for details)

Textual Amendments

F15 Act repealed (1.10.2010 (except for ss.71-71B, Sch. 1A) and 5.4.2011 otherwise) by Equality Act 2010 (c. 15), s. 216(3), **Sch. 27 Pt. 1** (as substituted (1.10.2010) by S.I. 2010/2279, art. 13, **Sch. 2** (with art. 15(5) and with further savings (temp.) in S.I. 2010/2317, **art. 10(8)(b)**); S.I. 2010/2317, **art. 2(15)(f)** (with art. 14(3), 15, Schs. 1, 3, 5); S.I. 2011/1066, **art. 2(h)**
Act subject to amendment (4.4.2011) by Budget Responsibility and National Audit Act 2011 (c. 4), s. 29, **Sch. 1 para. 26**; S.I. 2011/892, art. 3, **Sch. 2**; and expressed to be subject to further amendment (1.11.2011) by Sports Grounds Safety Authority Act 2011 (c. 6), s. 8(1), Sch. 2 para. 6, **Sch. 3**; S.I. 2011/2597, **art. 2**; and expressed to be subject to further amendment (1.4.2012) by Budget Responsibility and National Audit Act 2011 (c. 4), s. 29, **Sch. 5 para. 11(1)(6)**; S.I. 2011/2576, **art. 5**

15 Manpower Services Commission etc.

F16

Textual Amendments

F16 Act repealed (1.10.2010 (except for ss.71-71B, Sch. 1A) and 5.4.2011 otherwise) by Equality Act 2010 (c. 15), s. 216(3), **Sch. 27 Pt. 1** (as substituted (1.10.2010) by S.I. 2010/2279, art. 13, **Sch. 2** (with art. 15(5) and with further savings (temp.) in S.I. 2010/2317, **art. 10(8)(b)**); S.I. 2010/2317, **art. 2(15)(f)** (with art. 14(3), 15, Schs. 1, 3, 5); S.I. 2011/1066, **art. 2(h)**
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Police

F17 **16**

Textual Amendments

F17 S. 16 repealed (2.4.2001) by 2000 c. 34, s. 9(2), **Sch. 3** (with s. 10(5)); S.I. 2001/566, **art. 2(1)**

Status:

Point in time view as at 21/10/2010.

Changes to legislation:

There are currently no known outstanding effects for the Race Relations Act 1976 (Repealed), Part II.