



Race Relations Act 1976

1976 CHAPTER 74

PART II

DISCRIMINATION IN THE EMPLOYMENT FIELD

Discrimination by employers

4 Discrimination against applicants and employees

- (1) It is unlawful for a person, in relation to employment by him at an establishment in Great Britain, to discriminate against another—
 - (a) in the arrangements he makes for the purpose of determining who should be offered that employment; or
 - (b) in the terms on which he offers him that employment; or
 - (c) by refusing or deliberately omitting to offer him that employment.
- (2) It is unlawful for a person, in the case of a person employed by him at an establishment in Great Britain, to discriminate against that employee—
 - (a) in the terms of employment which he affords him ; or
 - (b) in the way he affords him access to opportunities for promotion, transfer or training, or to any other benefits, facilities or services, or by refusing or deliberately omitting to afford him access to them ; or
 - (c) by dismissing him, or subjecting him to any other detriment.
- (3) Except in relation to discrimination falling within section 2, subsections (1) and (2) do not apply to employment for the purposes of a private household.
- (4) Subsection (2) does not apply to benefits, facilities or services of any description if the employer is concerned with the provision (for payment or not) of benefits, facilities or services of that description to the public, or to a section of the public comprising the employee in question, unless—
 - (a) that provision differs in a material respect from the provision of the benefits, facilities or services by the employer to his employees ; or

Status: This is the original version (as it was originally enacted).

- (b) the provision of the benefits, facilities or services to the employee in question is regulated by his contract of employment; or
- (c) the benefits, facilities or services relate to training.