



# Race Relations Act 1976

## 1976 CHAPTER 74

### PART VIII

#### ENFORCEMENT

##### *Enforcement in employment field*

#### 56 Remedies on complaint under s. 54

- (1) Where an industrial tribunal finds that a complaint presented to it under section 54 is well-founded, the tribunal shall make such of the following as it considers just and equitable—
  - (a) an order declaring the rights of the complainant and the respondent in relation to the act to which the complaint relates;
  - (b) an order requiring the respondent to pay to the complainant compensation of an amount corresponding to any damages he could have been ordered by a county court or by a sheriff court to pay to the complainant if the complaint had fallen to be dealt with under section 57;
  - (c) a recommendation that the respondent take within a specified period action appearing to the tribunal to be practicable for the purpose of obviating or reducing the adverse effect on the complainant of any act of discrimination to which the complaint relates.
- (2) The amount of compensation awarded to a person under subsection (1)(b) shall not exceed the limit for the time being imposed by paragraph 20 of Schedule 1 to the Trade Union and Labour Relations Act 1974.
- (3) Where compensation falls to be awarded in respect of any act both under the Sex Discrimination Act 1975 and this Act, the aggregate of the following amounts of compensation awarded by an industrial tribunal, that is to say—
  - (a) any compensation awarded under the said Act of 1975 ; and
  - (b) any compensation awarded under subsection (1)(b),shall not exceed the limit referred to in subsection (2).

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*Status: This is the original version (as it was originally enacted).*

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- (4) If without reasonable justification the respondent to a complaint fails to comply with a recommendation made by an industrial tribunal under subsection (1)(c), then, if it thinks it just and equitable to do so—
- (a) the tribunal may (subject to the limit in subsection (2)) increase the amount of compensation required to be paid to the complainant in respect of the complaint by an order made under subsection (1)(b); or
  - (b) if an order under subsection (1)(b) could have been made but was not, the tribunal may make such an order.