



Disability Discrimination Act 1995

1995 CHAPTER 50

PART II

[^{F1}THE EMPLOYMENT FIELD]

[^{F2}Employment]

7 Exemption for small businesses. **E+W+S**

[^{F3}(1) Nothing in this Part applies in relation to an employer who has fewer than [^{F4}15] employees.

(2) The Secretary of State may by order amend subsection (1) by substituting a different number (not greater than 20) for the number for the time being specified there.

[^{F5}(3) Before making an order under subsection (2) the Secretary of State shall consult—

- (a) the Disability Rights Commission;
- (b) such organisations representing the interests of employers as he considers appropriate; and
- (c) such organisations representing the interests of disabled persons in employment or seeking employment as he considers appropriate.

(4) The Secretary of State shall, before laying an order under this section before Parliament, publish a summary of the views expressed to him in his consultations.]]

Extent Information

E1 This version of this provision extends to England and Wales and Scotland only; a separate version has been created for Northern Ireland only

Textual Amendments

F3 S. 7 omitted (E.W.S.) (3.7.2003 for certain purposes) by virtue of The Disability Discrimination Act 1995 (Amendment) Regulations (S.I. 2003/1673), regs. 1(2)(3), {7}

F4 Word in s. 7(1) substituted (1.12.1998) by S.I. 1998/2618, art. 2; S.R. 1998/391, art. 2

*Status: Point in time view as at 03/07/2003. There are multiple versions of this provision on screen.
 These apply to different geographical extents. This version of this provision has been superseded.*

*Changes to legislation: There are currently no known outstanding effects for the
 Disability Discrimination Act 1995, Section 7. (See end of Document for details)*

F5 S. 7(3)(4) substituted for S. 7(3)-(10) (E.W.S.) (25.4.2000) by 1999 c. 17, s. 11; S.I. 2000/880, art. 2, Sch. 2

7 Exemption for small businesses. **N.I.**

- (1) Nothing in this Part applies in relation to an employer who has fewer than [^{F6}15] employees.
- (2) The [^{F7}Department of Economic Development] may by order amend subsection (1) by substituting a different number (not greater than 20) for the number for the time being specified there.
- [^{F8}(3) Before making an order under subsection (2) the Office of the First Minister and deputy First Minister shall consult—
 - (a) the Equality Commission for Northern Ireland;
 - (b) such organisations representing the interests of employers as that Office considers appropriate; and
 - (c) such organisations representing the interests of disabled persons in employment or seeking employment as that Office considers appropriate.
- (4) The Office of the First Minister and deputy First Minister shall, before laying an order under this section before the Assembly, publish a summary of the views expressed to it in its consultations.]

Extent Information

E2 This version of this provision extends to Northern Ireland only; a separate version has been created for England and Wales and Scotland only.

Textual Amendments

F6 Word in s. 7(1) substituted (1.12.1998) by S.I. 1998/2618, art. 2; S.R. 1998/391, art. 2

F7 Words in s. 7(2) substituted (N.I.) by virtue of s. 70(6), Sch. 8 para. 4(1) of this Act

F8 S. 7(3)(4) substituted for s. 7(3)-(10) (N.I.) (25.4.2000) by S.I. 2000/1110 (N.I. 2), art. 13 (with art. 17); S.R. 2000/140, art. 2, Sch.

Status:

Point in time view as at 03/07/2003. There are multiple versions of this provision on screen. These apply to different geographical extents. This version of this provision has been superseded.

Changes to legislation:

There are currently no known outstanding effects for the Disability Discrimination Act 1995, Section 7.