
STATUTORY INSTRUMENTS

2003 No. 1660

The Employment Equality (Religion or Belief) Regulations 2003

PART 1

GENERAL

Interpretation

2.—(1) In these Regulations, “religion or belief” means any religion, religious belief, or similar philosophical belief.

(2) In these Regulations, references to discrimination are to any discrimination falling within regulation 3 (discrimination on grounds of religion or belief) or 4 (discrimination by way of victimisation) and related expressions shall be construed accordingly, and references to harassment shall be construed in accordance with regulation 5 (harassment on grounds of religion or belief).

(3) In these Regulations—

“act” includes a deliberate omission;

“benefits” includes facilities and services;

“detriment” does not include harassment within the meaning of regulation 5;

references to “employer”, in their application to a person at any time seeking to employ another, include a person who has no employees at that time;

“employment” means employment under a contract of service or of apprenticeship or a contract personally to do any work, and related expressions shall be construed accordingly;

“Great Britain”, except where the context otherwise requires in regulation 26 (protection of Sikhs from discrimination in connection with requirements as to wearing of safety helmets), includes such of the territorial waters of the United Kingdom as are adjacent to Great Britain;

“Minister of the Crown” includes the Treasury and the Defence Council; and

“school”, in England and Wales, has the meaning given by section 4 of the Education Act 1996^{M1}, and, in Scotland, has the meaning given by section 135(1) of the Education (Scotland) Act 1980^{M2}, and references to a school are to an institution in so far as it is engaged in the provision of education under those sections.

Marginal Citations

M1 1996 c. 56; section 4 was amended by section 51 of the [Education Act 1997 \(c. 44\)](#) and Schedule 22, Part 3 to the [Education Act 2002 \(c. 32\)](#).

M2 1980 c. 44.

Changes to legislation:

There are outstanding changes not yet made by the legislation.gov.uk editorial team to The Employment Equality (Religion or Belief) Regulations 2003. Any changes that have already been made by the team appear in the content and are referenced with annotations.

[View outstanding changes](#)

Changes and effects yet to be applied to :

- Regulations revoked by [2010 c. 15 Sch. 27 Pt. 2](#)
- reg. 2(1) substituted by [2006 c. 3 s. 77\(1\)](#)
- reg. 2(3) word omitted by [S.I. 2007/2269 reg. 4\(2\)](#)
- reg. 2(3) words inserted by [S.I. 2007/2269 reg. 4\(2\)](#)
- reg. 2(3) words substituted by [S.I. 2003/2828 reg. 3\(2\)](#)

Changes and effects yet to be applied to the whole Instrument associated Parts and Chapters:

Whole provisions yet to be inserted into this Instrument (including any effects on those provisions):

- Sch. 1A inserted by [S.I. 2003/2828 reg. 3\(6\)](#)
- Sch. 1A para. 1(1) words inserted by [S.I. 2006/1031 Sch. 8 para. 62\(2\)\(b\)](#)
- Sch. 1A para. 1(1) words omitted by [S.I. 2006/1031 Sch. 8 para. 62\(2\)\(a\)](#)
- Sch. 1A para. 1(2) words omitted by [S.I. 2006/1031 Sch. 8 para. 62\(3\)](#)
- Sch. 1B inserted by [S.I. 2004/437 reg. 3\(3\)](#)
- Sch. 4 para. 2(5A) words substituted by [S.I. 2009/3348 art. 22Sch. 1](#)
- reg. 9A inserted by [S.I. 2003/2828 reg. 3\(3\)](#)
- reg. 10(10)(b)(viii) inserted by [S.I. 2007/1388 Sch. 1 para. 150\(b\)](#)
- reg. 11A inserted by [S.I. 2006/594 Sch. para. 36\(5\)](#)
- reg. 17(1)(aa) inserted by [S.I. 2007/2269 reg. 4\(4\)\(b\)](#)
- reg. 20(4A) inserted by [S.I. 2004/437 reg. 3\(2\)](#)
- reg. 30(5) inserted by [S.I. 2003/2828 reg. 3\(5\)](#)
- reg. 34(1A) inserted by [S.I. 2004/752 reg. 17\(g\)\(ii\)](#)

Commencement Orders yet to be applied to the The Employment Equality (Religion or Belief) Regulations 2003

Commencement Orders bringing legislation that affects this Instrument into force:

- [S.I. 2010/2317 art. 2\(15\)\(f\)](#) commences (2010 c. 15)
- [S.I. 2011/1066 art. 2\(h\)](#) commences (2010 c. 15)