
Changes to legislation: Equality Act 2010, Part 3 is up to date with all changes known to be in force on or before 18 April 2024. There are changes that may be brought into force at a future date. Changes that have been made appear in the content and are referenced with annotations. (See end of Document for details) View outstanding changes

SCHEDULES

SCHEDULE 8

WORK: REASONABLE ADJUSTMENTS

PART 3

LIMITATIONS ON THE DUTY

Lack of knowledge of disability, etc.

- 20 (1) A is not subject to a duty to make reasonable adjustments if A does not know, and could not reasonably be expected to know—
- (a) in the case of an applicant or potential applicant, that an interested disabled person is or may be an applicant for the work in question;
 - (b) [^{F1}in any case referred to in Part 2 of this Schedule], that an interested disabled person has a disability and is likely to be placed at the disadvantage referred to in the first, second or third requirement.
- (2) An applicant is, in relation to the description of A specified in the first column of the table, a person of a description specified in the second column (and the reference to a potential applicant is to be construed accordingly).

| <i>Description of A</i> | <i>Applicant</i> |
|--|--|
| An employer | An applicant for employment |
| A firm or proposed firm | A candidate for a position as a partner |
| An LLP or proposed LLP | A candidate for a position as a member |
| A barrister or barrister's clerk | An applicant for a pupillage or tenancy |
| An advocate or advocate's clerk | An applicant for being taken as an advocate's devil or for becoming a member of a stable |
| A relevant person in relation to a personal or public office | A person who is seeking appointment to, or recommendation or approval for appointment to, the office |
| A qualifications body | An applicant for the conferment of a relevant qualification |
| An employment service-provider | An applicant for the provision of an employment service |
| A trade organisation | An applicant for membership |

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- (3) If the duty to make reasonable adjustments is imposed on A by section 55, this paragraph applies only in so far as the employment service which A provides is vocational training within the meaning given by section 56(6)(b).

Textual Amendments

- F1** Words in Sch. 8 para. 20(1)(b) substituted (4.4.2011) by [The Equality Act 2010 \(Public Authorities and Consequential and Supplementary Amendments\) Order 2011 \(S.I. 2011/1060\)](#), arts. 1(2), **6(2)**

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

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

- s. 40A inserted by [2023 c. 51 s. 1](#)
- s. 120(9) inserted by [2023 c. 51 s. 2\(b\)](#)
- s. 124A inserted by [2023 c. 51 s. 3](#)