



# Equality Act 2010

## 2010 CHAPTER 15

### PART 5

#### WORK

### CHAPTER 1

#### EMPLOYMENT, ETC.

#### *Police officers*

## 43 Interpretation

- (1) This section applies for the purposes of section 42.
- (2) “Chief officer” means—
  - (a) in relation to an appointment under a relevant Act, the chief officer of police for the police force to which the appointment relates;
  - (b) in relation to any other appointment, the person under whose direction and control the body of constables or other persons to which the appointment relates is;
  - (c) in relation to a constable or other person under the direction and control of a chief officer of police, that chief officer of police;
  - (d) in relation to any other constable or any other person, the person under whose direction and control the constable or other person is.
- (3) “Responsible authority” means—
  - (a) in relation to an appointment under a relevant Act, the [<sup>F1</sup>local policing body or police authority] that maintains the police force to which the appointment relates;
  - (b) in relation to any other appointment, the person by whom a person would (if appointed) be paid;

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*Changes to legislation: Equality Act 2010, Section 43 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*

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- (c) in relation to a constable or other person under the direction and control of a chief officer of police, the <sup>F1</sup>[local policing body or police authority] that maintains the police force for which that chief officer is the chief officer of police;
  - (d) in relation to any other constable or any other person, the person by whom the constable or other person is paid.
- (4) “Police cadet” means a person appointed to undergo training with a view to becoming a constable.
- <sup>F2</sup>(5) “NCA ” means the National Crime Agency; and a reference to a constable at NCA is a reference to a constable seconded to it to serve as an NCA officer. ]
- <sup>F3</sup>(5A) “ SPA ” means the Scottish Police Authority; and a reference to a constable at SPA is a reference to a constable serving as a member of its staff by virtue of paragraph 7(1) of schedule 1 to the Police and Fire Reform (Scotland) Act 2012. ]
- (7) <sup>F4</sup>.....
- (8) For the purposes of this section, the relevant Acts are—
- (a) the Metropolitan Police Act 1829;
  - (b) the City of London Police Act 1839;
  - (c) the <sup>F5</sup>[Police and Fire Reform (Scotland) Act 2012];
  - <sup>F6</sup>(d) the Police Reform and Social Responsibility Act 2011.]
- <sup>F7</sup>(9) Subsections (2) and (3) apply in relation to Scotland as follows—
- (a) a reference to a police authority includes a reference to the Scottish Police Authority;
  - (b) a reference to a police force includes a reference to the Police Service of Scotland; and
  - (c) a reference to a chief officer of police includes a reference to the chief constable of the Police Service of Scotland.]

#### Textual Amendments

- F1** Words in s. 43(3) substituted (16.1.2012) by [Police Reform and Social Responsibility Act 2011 \(c. 13\), s. 99, Sch. 16 para. 382\(a\)](#); S.I. 2011/3019, art. 3, {Sch. 1 para. (nnn)(iii)}
- F2** S. 43(5) substituted (7.10.2013) by [Crime and Courts Act 2013 \(c. 22\), s. 61\(2\), Sch. 8 para. 182](#); S.I. 2013/1682, art. 3(v)
- F3** S. 43(5A) substituted (1.4.2013) for s. 43(6) by [The Police and Fire Reform \(Scotland\) Act 2012 \(Consequential Provisions and Modifications\) Order 2013 \(S.I. 2013/602\), arts. 1\(2\), 26, Sch. 2 para. 63\(3\)\(a\)](#)
- F4** S. 43(7) omitted (1.4.2013) by virtue of [The Police and Fire Reform \(Scotland\) Act 2012 \(Consequential Provisions and Modifications\) Order 2013 \(S.I. 2013/602\), arts. 1\(2\), 26, Sch. 2 para. 63\(3\)\(b\)](#)
- F5** Words in s. 43(8)(c) substituted (1.4.2013) by [The Police and Fire Reform \(Scotland\) Act 2012 \(Consequential Provisions and Modifications\) Order 2013 \(S.I. 2013/602\), arts. 1\(2\), 26, Sch. 2 para. 63\(3\)\(c\)](#)
- F6** S. 43(8)(d) substituted (16.1.2012) by [Police Reform and Social Responsibility Act 2011 \(c. 13\), s. 99, Sch. 16 para. 382\(b\)](#); S.I. 2011/3019, art. 3, {Sch. 1 para. (nnn)(iii)} (with Sch. 2 para. 80)
- F7** S. 43(9) substituted (1.4.2013) by [The Police and Fire Reform \(Scotland\) Act 2012 \(Consequential Provisions and Modifications\) Order 2013 \(S.I. 2013/602\), arts. 1\(2\), 26, Sch. 2 para. 63\(3\)\(d\)](#)

**Changes to legislation:**

Equality Act 2010, Section 43 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.

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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](#)