



# Race Relations Act 1976

## CHAPTER 74

### RACE RELATIONS ACT 1976

#### PART I

##### DISCRIMINATION TO WHICH ACT APPLIES

- 1 Racial discrimination
- 2 Discrimination by way of victimisation
- 3 Meaning of " racial grounds", " racial group " etc.

#### PART II

##### DISCRIMINATION IN THE EMPLOYMENT FIELD

###### *Discrimination by employers*

- 4 Discrimination against applicants and employees
- 5 Exceptions for genuine occupational qualifications
- 6 Exception for employment intended to provide training in skills to be exercised outside Great Britain
- 7 Discrimination against contract workers
- 8 Meaning of employment at establishment in Great Britain
- 9 Exception for seamen recruited abroad

###### *Discrimination by other bodies*

- 10 Partnerships
- 11 Trade unions etc.
- 12 Qualifying bodies
- 13 Vocational training bodies
- 14 Employment agencies
- 15 Manpower Services Commission etc.

*Police*

16 Police

**PART III**

## DISCRIMINATION IN OTHER FIELDS

*Education*

17 Discrimination by bodies in charge of educational establishments  
18 Other discrimination by local education authorities  
19 General duty in public sector of education

*Goods, facilities, services and premises*

20 Discrimination in provision of goods, facilities or services  
21 Discrimination in disposal or management of premises  
22 Exception from ss. 20(1) and 21: small dwellings  
23 Further exceptions from ss. 20(1) and 21  
24 Discrimination: consent for assignment or sub-letting  
25 Discrimination: associations not within s.11  
26 Exception from s. 25 for certain associations

*Extent*

27 Extent of Part III

**PART IV**

## OTHER UNLAWFUL ACTS

28 Discriminatory practices  
29 Discriminatory advertisements  
30 Instructions to discriminate  
31 Pressure to discriminate  
32 Liability of employers and principals  
33 Aiding unlawful acts

**PART V**

## CHARITIES

34 Charities

**PART VI**

## GENERAL EXCEPTIONS FROM PARTS II TO IV

35 Special needs of racial groups in regard to education, training or welfare  
36 Provision of education or training for persons not ordinarily resident in Great Britain  
37 Discriminatory training by certain bodies  
38 Other discriminatory training etc.  
39 Sports and competitions  
40 Indirect access to benefits etc.  
41 Acts done under statutory authority etc.  
42 Acts safeguarding national security

## **PART VII**

### THE COMMISSION FOR RACIAL EQUALITY

#### *General*

- 43 Establishment and duties of Commission
- 44 Assistance to organisations
- 45 Research and education
- 46 Annual reports

#### *Codes of practice*

- 47 Codes of practice

#### *Investigations*

- 48 Power to conduct formal investigations
- 49 Terms of reference
- 50 Power to obtain information
- 51 Recommendations and reports on formal investigations
- 52 Restriction on disclosure of information

## **PART VIII**

### ENFORCEMENT

#### *General*

- 53 Restriction of proceedings for breach of Act

#### *Enforcement in employment field*

- 54 Jurisdiction of industrial tribunals
- 55 Conciliation in employment cases
- 56 Remedies on complaint under s. 54

#### *Enforcement of Part III*

- 57 Claims under Part III

#### *Non-discrimination notices*

- 58 Issue of non-discrimination notice
- 59 Appeal against non-discrimination notice
- 60 Investigation as to compliance with non-discrimination notice
- 61 Register of non-discrimination notices

#### *Other enforcement by Commission*

- 62 Persistent discrimination
- 63 Enforcement of ss. 29 to 31
- 64 Preliminary action in employment cases

#### *Help for persons suffering discrimination*

- 65 Help for aggrieved persons in obtaining information etc.
- 66 Assistance by Commission

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

---

*Sheriff courts and designated county courts*

67 Sheriff courts and designated county courts

*Period within which proceedings to be brought*

68 Period within which proceedings to be brought

*Evidence*

69 Evidence

**PART IX**

INCITEMENT TO RACIAL HATRED

70 Incitement to racial hatred

**PART X**

SUPPLEMENTAL

71 Local authorities: general statutory duty

72 Validity and revision of contracts

73 Power to amend certain provisions of Act

74 Orders and regulations

75 Application to Crown etc.

76 Government appointments outside s. 4

77 Financial provisions

78 General interpretation provisions

79 Transitional and commencement provisions, amendments and repeals

80 Short title and extent

---

SCHEDULES

SCHEDULE 1 — The Commission for Racial Equality

*Incorporation and status*

1 On the appointment by the Secretary of State of the...

2 (1) The Commission is not an emanation of the Crown,...

*Tenure of office of Commissioners*

3 (1) A Commissioner shall hold and vacate his office in...

*Tenure of office of chairman and deputy chairmen*

4 (1) The chairman and each deputy chairman shall hold and...

*Remuneration of Commissioners*

5 The Secretary of State may pay, or make such payments...

6 Where a person ceases to be a Commissioner otherwise than...

*Additional Commissioners*

7 (1) Paragraphs 2(2), 3(1) and (6), and 6 shall apply...

*Staff*

- 8 The Commission may, after consultation with the Secretary of State, ...  
9 (1) Employment with the Commission shall be included among the ...  
10 (1) In this paragraph— " the new Commission " means ...  
11 The Employers' Liability (Compulsory Insurance) Act 1969 shall not  
require ...

*Advisory committees*

- 12 The Commission may, with the approval of the Secretary of ...

*Proceedings and business*

- 13 (1) Subject to the provisions of this Act—  
14 The validity of any proceedings of the Commission shall not ...  
15 The quorum for meetings of the Commission shall in the ...

*Finance*

- 16 The Secretary of State shall pay to the Commission expenses ...  
17 (1) The accounting year of the Commission shall be the ...

*Disqualification Acts*

- 18 (1) In Part II of Schedule 1 to the House ...

SCHEDULE 2 — Transitional Provisions

*Interpretation*

- 1 In this Schedule— " the 1968 Act " means the ...

*Enforcement*

- 2 The repeal of the 1968 Act shall not—  
3 Any proceedings under section 19 or 20 of the 1968 ...  
4 (1) Where a complaint such as is mentioned in section ...  
5 Where a complaint such as is mentioned in section 15(1) ...  
6 (1) Where— (a) an investigation under subsection (1) of section ...  
7 The Commission— (a) may pay to members of any committee ...  
8 (1) An order under section 19 of the 1968 Act ...

*Regulations under s. 27(9) of 1968 Act*

- 9 Any regulations under section 27(9) of the 1968 Act shall, ...

*Property, rights and liabilities of Race Relations  
Board and Community Relations Commission*

- 10 (1) On the repeal date all property, rights and liabilities ...

*Staff*

- 11 (1) In this and the following paragraph "present employee" means ...  
12 Where a present employee whose employment immediately before the  
repeal ...  
13 Any dispute arising under paragraph 11 as to whether or ...

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

---

### SCHEDULE 3 — Minor and Consequential Amendments

1 (1) The Employment Protection Act 1975 shall be amended as...

### SCHEDULE 4 — Amendments of Sex Discrimination Act 1975

- 1 After section 56 insert the cross-heading " Codes of Practice...
- 2 (1) After section 58(3) (terms of reference of an investigation)...
- 3 For section 62 (no further sanctions for breach of Act)...
- 4 In section 65(3)(a), after " may" insert " (subject to...
- 5 (1) In section 66(2) (claims under Part III) after "...
- 6 In section 72(4) (enforcement of sections 38 to 40) omit...
- 7 In section 75(2), after paragraph (d) insert—
- 8 In section 76 (period within which proceedings to be brought)—...
- 9 For paragraph 15 of Schedule 3 (accounts) substitute— (1) The  
accounting year of the Commission shall be the...

### SCHEDULE 5 — Repeals