
Changes to legislation: Equality Act 2006, Cross Heading: Terms of reference is up to date with all changes known to be in force on or before 14 March 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 2

INQUIRIES, INVESTIGATIONS AND ASSESSMENTS

Terms of reference

- 2 Before conducting an inquiry the Commission shall—
- (a) publish the terms of reference of the inquiry in a manner that the Commission thinks is likely to bring the inquiry to the attention of persons whom it concerns or who are likely to be interested in it, and
 - (b) in particular, give notice of the terms of reference to any persons specified in them.
- 3 Before conducting an investigation the Commission shall—
- (a) prepare terms of reference specifying the person to be investigated and the nature of the unlawful act which the Commission suspects,
 - (b) give the person to be investigated notice of the proposed terms of reference,
 - (c) give the person to be investigated an opportunity to make representations about the proposed terms of reference,
 - (d) consider any representations made, and
 - (e) publish the terms of reference once settled.
- 4 Before conducting an assessment of a person's compliance with a duty the Commission shall—
- (a) prepare terms of reference,
 - (b) give the person notice of the proposed terms of reference,
 - (c) give the person an opportunity to make representations about the proposed terms of reference,
 - (d) consider any representations made, and
 - (e) publish the terms of reference once settled.
- 5 Paragraphs 2 to 4 shall apply in relation to revised terms of reference as they apply in relation to original terms of reference.

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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. 21(8) inserted by [2023 c. 51 s. 4\(2\)](#)
- s. 24A(1)(aa) inserted by [2023 c. 51 s. 4\(3\)](#)