



Equality Act 2010

2010 CHAPTER 15

PART 5

WORK

CHAPTER 1

EMPLOYMENT, ETC.

Partners

44 Partnerships

- (1) A firm or proposed firm must not discriminate against a person—
 - (a) in the arrangements it makes for deciding to whom to offer a position as a partner;
 - (b) as to the terms on which it offers the person a position as a partner;
 - (c) by not offering the person a position as a partner.
- (2) A firm (A) must not discriminate against a partner (B)—
 - (a) as to the terms on which B is a partner;
 - (b) in the way A affords B access, or by not affording B access, to opportunities for promotion, transfer or training or for receiving any other benefit, facility or service;
 - (c) by expelling B;
 - (d) by subjecting B to any other detriment.
- (3) A firm must not, in relation to a position as a partner, harass—
 - (a) a partner;
 - (b) a person who has applied for the position.

Status: This is the original version (as it was originally enacted).

- (4) A proposed firm must not, in relation to a position as a partner, harass a person who has applied for the position.
- (5) A firm or proposed firm must not victimise a person—
 - (a) in the arrangements it makes for deciding to whom to offer a position as a partner;
 - (b) as to the terms on which it offers the person a position as a partner;
 - (c) by not offering the person a position as a partner.
- (6) A firm (A) must not victimise a partner (B)—
 - (a) as to the terms on which B is a partner;
 - (b) in the way A affords B access, or by not affording B access, to opportunities for promotion, transfer or training or for receiving any other benefit, facility or service;
 - (c) by expelling B;
 - (d) by subjecting B to any other detriment.
- (7) A duty to make reasonable adjustments applies to—
 - (a) a firm;
 - (b) a proposed firm.
- (8) In the application of this section to a limited partnership within the meaning of the [Limited Partnerships Act 1907](#), “partner” means a general partner within the meaning of that Act.

45 Limited liability partnerships

- (1) An LLP or proposed LLP must not discriminate against a person—
 - (a) in the arrangements it makes for deciding to whom to offer a position as a member;
 - (b) as to the terms on which it offers the person a position as a member;
 - (c) by not offering the person a position as a member.
- (2) An LLP (A) must not discriminate against a member (B)—
 - (a) as to the terms on which B is a member;
 - (b) in the way A affords B access, or by not affording B access, to opportunities for promotion, transfer or training or for receiving any other benefit, facility or service;
 - (c) by expelling B;
 - (d) by subjecting B to any other detriment.
- (3) An LLP must not, in relation to a position as a member, harass—
 - (a) a member;
 - (b) a person who has applied for the position.
- (4) A proposed LLP must not, in relation to a position as a member, harass a person who has applied for the position.
- (5) An LLP or proposed LLP must not victimise a person—
 - (a) in the arrangements it makes for deciding to whom to offer a position as a member;

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

- (b) as to the terms on which it offers the person a position as a member;
 - (c) by not offering the person a position as a member.
- (6) An LLP (A) must not victimise a member (B)—
- (a) as to the terms on which B is a member;
 - (b) in the way A affords B access, or by not affording B access, to opportunities for promotion, transfer or training or for receiving any other benefit, facility or service;
 - (c) by expelling B;
 - (d) by subjecting B to any other detriment.
- (7) A duty to make reasonable adjustments applies to—
- (a) an LLP;
 - (b) a proposed LLP.

46 Interpretation

- (1) This section applies for the purposes of sections 44 and 45.
- (2) “Partnership” and “firm” have the same meaning as in the [Partnership Act 1890](#).
- (3) “Proposed firm” means persons proposing to form themselves into a partnership.
- (4) “LLP” means a limited liability partnership (within the meaning of the [Limited Liability Partnerships Act 2000](#)).
- (5) “Proposed LLP” means persons proposing to incorporate an LLP with themselves as members.
- (6) A reference to expelling a partner of a firm or a member of an LLP includes a reference to the termination of the person’s position as such—
 - (a) by the expiry of a period (including a period expiring by reference to an event or circumstance);
 - (b) by an act of the person (including giving notice) in circumstances such that the person is entitled, because of the conduct of other partners or members, to terminate the position without notice;
 - (c) (in the case of a partner of a firm) as a result of the dissolution of the partnership.
- (7) Subsection (6)(a) and (c) does not apply if, immediately after the termination, the position is renewed on the same terms.