
STATUTORY INSTRUMENTS

2016 No. 839 (C. 60)

EQUALITY

The Equality Act 2010 (Commencement No.11) Order 2016

Made - - - - *9th August 2016*

The Secretary of State for Education makes the following Order in exercise of the power conferred by section 216(3) of the Equality Act 2010⁽¹⁾:

Citation

1. This Order may be cited as the Equality Act 2010 (Commencement No.11) Order 2016.

Provision coming into force

2. Section 78 of the Equality Act 2010 comes into force on 22nd August 2016.

9th August 2016

Caroline Dinéage
Parliamentary Under Secretary of State for
Women, Equalities and Early Years
Department for Education

Status: This is the original version (as it was originally made). This item of legislation is currently only available in its original format.

EXPLANATORY NOTE

(This note is not part of the Order)

This Order brings into force section 78 of the Equality Act 2010 (c.15) on the 22nd August 2016. Section 78 confers a power to make regulations requiring certain employers to publish information relating to the pay of employees for the purpose of showing whether there are differences in the pay of male and female employees.

NOTE AS TO EARLIER COMMENCEMENT ORDERS

(This note is not part of the Order)

| <i>Provision</i> | <i>Date of Commencement</i> | <i>S.I. No</i> |
|---|-----------------------------|----------------|
| Sections 4 and 5 | 1st October 2010 | 2010/2317 |
| Section 6(5) (partially) | 6th July 2010 | 2010/1736 |
| Section 6(6) (partially) | 4th August 2010 | 2010/1966 |
| Section 6 (in so far as not already in force) | 1st October 2010 | 2010/2317 |
| Sections 7 to 13 | 1st October 2010 | 2010/2317 |
| Sections 15 to 21 | 1st October 2010 | 2010/2317 |
| Section 22 (partially) | 6th July 2010 | 2010/1736 |
| Section 22 (in so far as not already in force) | 1st October 2010 | 2010/2317 |
| Sections 23 to 27 | 1st October 2010 | 2010/2317 |
| Sections 28 to 31 (partially) | 1st October 2010 | 2010/2317 |
| Section 31(9) (in so far as not already in force) | 1st September 2012 | 2012/2184 |
| Sections 28 to 31 (in so far as not already in force) | 1st October 2012 | 2012/1569 |
| Sections 32 to 35 | 1st October 2010 | 2010/2317 |
| Section 36(1)(a) to (c), (2) to (4), (7) and (8) | 1st October 2010 | 2010/2317 |
| Section 37 | 11th July 2011 | 2011/1636 |
| Section 38(1) to (7) and (9) | 1st October 2010 | 2010/2317 |
| Section 38(8) (partially) | 4th August 2010 | 2010/1966 |
| Section 38(8) (partially) | 1st October 2010 | 2010/2317 |
| Sections 39 to 60 | 1st October 2010 | 2010/2317 |

| <i>Provision</i> | <i>Date of Commencement</i> | <i>S.I. No</i> |
|---|-----------------------------|----------------|
| Section 61(8) and (9) (partially) | 6th July 2010 | 2010/1736 |
| Section 61 (in so far as not already in force) | 1st October 2010 | 2010/2317 |
| Sections 62 to 77 | 1st October 2010 | 2010/2317 |
| Section 79 | 1st October 2010 | 2010/2317 |
| Section 80(8) (partially) | 4th August 2010 | 2010/1966 |
| Section 80 (in so far as not already in force) | 1st October 2010 | 2010/2317 |
| Section 81 (partially) | 6th July 2010 | 2010/1736 |
| Section 81 (in so far as not already in force) | 1st October 2010 | 2010/2317 |
| Section 82 (partially) | 6th July 2010 | 2010/1736 |
| Section 82 (in so far as not already in force) | 1st October 2010 | 2010/2317 |
| Section 83(11) (partially) | 4th August 2010 | 2010/1966 |
| Section 83 (in so far as not already in force) | 1st October 2010 | 2010/2317 |
| Sections 84 to 93 | 1st October 2010 | 2010/2317 |
| Section 94(12) (partially) | 4th August 2010 | 2010/1966 |
| Section 94 (in so far as not already in force) | 1st October 2010 | 2010/2317 |
| Section 95 | 1st October 2010 | 2010/2317 |
| Section 96(9)(b) (partially) | 3rd September 2010 | 2010/2191 |
| Section 96(10) and (11) (partially) | 6th July 2010 | 2010/1736 |
| Section 96 (in so far as not already in force) | 1st October 2010 | 2010/2317 |
| Section 97 (partially) | 6th July 2010 | 2010/1736 |
| Section 97 (in so far as not already in force) | 1st October 2010 | 2010/2317 |
| Section 98 (partially) | 1st October 2010 | 2010/2317 |
| Section 98 (in so far as not already in force) | 1st September 2012 | 2012/2184 |
| Section 99 | 1st October 2010 | 2010/2317 |
| Sections 100 to 105 (partially) | 1st October 2010 | 2010/2317 |
| Sections 100 to 105 (in so far as not already in force) | 1st October 2012 | 2012/1569 |

Status: This is the original version (as it was originally made). This item of legislation is currently only available in its original format.

| <i>Provision</i> | <i>Date of Commencement</i> | <i>S.I. No</i> |
|---|-----------------------------|----------------|
| Section 107 (partially) | 1st October 2010 | 2010/2317 |
| Section 107 (in so far as not already in force) | 1st October 2012 | 2012/1569 |
| Sections 108 to 115 | 1st October 2010 | 2010/2317 |
| Section 116(1)(a) and (b) and (2) | 1st October 2010 | 2010/2317 |
| Section 116(1)(c) (partially) | 1st October 2010 | 2010/2317 |
| Section 116(1)(c) (in so far as not already in force) | 18th March 2011 | 2010/2317 |
| Section 116(3) (partially) | 4th August 2010 | 2010/1966 |
| Section 116(3) (partially) | 1st October 2010 | 2010/2317 |
| Section 116(3) (in so far as not already in force) | 18th March 2011 | 2010/2317 |
| Section 117(1) to (4) (partially) | 6th July 2010 | 2010/1736 |
| Section 117 (in so far as not already in force) | 1st October 2010 | 2010/2317 |
| Sections 118 to 135 | 1st October 2010 | 2010/2317 |
| Section 136(1) to (6)(a) to (e) | 1st October 2010 | 2010/2317 |
| Section 136(6)(f) | 18th March 2011 | 2010/2317 |
| Section 137 | 1st October 2010 | 2010/2317 |
| Section 138(1) and (2) and (5) to (7) (partially) | 6th July 2010 | 2010/1736 |
| Section 138 (in so far as not already in force) | 1st October 2010 | 2010/2317 |
| Sections 139 to 146 | 1st October 2010 | 2010/2317 |
| Section 147(4) (partially) | 6th July 2010 | 2010/1736 |
| Section 147 (in so far as not already in force) | 1st October 2010 | 2010/2317 |
| Section 148 | 1st October 2010 | 2010/2317 |
| Section 149 | 5th April 2011 | 2011/1066 |
| Section 150 (partially) | 18th January 2011 | 2011/96 |
| Section 150 (in so far as not already in force) | 5th April 2011 | 2011/1066 |
| Sections 151 to 155 | 18th January 2011 | 2011/96 |
| Section 156 | 5th April 2011 | 2011/1066 |
| Section 157 | 18th January 2011 | 2011/96 |
| Section 158 | 1st October 2010 | 2010/2317 |

| <i>Provision</i> | <i>Date of Commencement</i> | <i>S.I. No</i> |
|--|-----------------------------|----------------|
| Section 159 (partially) | 1st October 2010 | 2010/2317 |
| Section 159 (in so far as not already in force) | 6th April 2011 | 2011/96 |
| Section 161 (partially) | 1st October 2010 | 2010/2317 |
| Section 165 (partially) | 1st October 2010 | 2010/2317 |
| Section 166 | 1st October 2010 | 2010/2317 |
| Section 167(1) to (5) and (7) (partially) | 1st October 2010 | 2010/2317 |
| Section 167(6) | 1st October 2010 | 2010/2317 |
| Sections 168 to 185 | 1st October 2010 | 2010/2317 |
| Sections 187 and 188 | 1st October 2010 | 2010/2317 |
| Section 189 (partially) | 4th August 2010 | 2010/1966 |
| Section 189 (in so far as not already in force) | 1st October 2010 | 2010/2317 |
| Section 190 | 1st October 2010 | 2010/2317 |
| Section 191 (partially) | 1st October 2010 | 2010/2317 |
| Sections 192 to 195 | 1st October 2010 | 2010/2317 |
| Section 196 (partially) | 1st October 2010 | 2010/2317 |
| Section 197 | 19th June 2012 | 2012/1569 |
| Section 202(1) (partially) | 11th July 2011 | 2011/1636 |
| Section 202(3) | 11th July 2011 | 2011/1636 |
| Section 202(4) (partially) | 11th July 2011 | 2011/1636 |
| Section 202 (in so far as not already in force) | 5th December 2011 | 2011/2646 |
| Section 206 | 1st October 2010 | 2010/2317 |
| Section 211(1) (partially) | 6th July 2010 | 2010/1736 |
| Section 211(1) (partially) | 1st October 2010 | 2010/2317 |
| Section 211(1) (partially) | 5th April 2011 | 2011/1066 |
| Section 211(2) (partially) | 1st October 2010 | 2010/2317 |
| Section 211(2) (partially) | 5th April 2011 | 2011/1066 |
| Schedule 1, paragraphs 1, 2, 3, 4, 5, 7, 8, 10, 11, 13, 14, 15, and 16 (partially) | 6th July 2010 | 2010/1736 |
| Schedule 1 (in so far as not already in force) | 1st October 2010 | 2010/2317 |
| Schedules 2 and 3 (partially) | 1st October 2010 | 2010/2317 |

Status: This is the original version (as it was originally made). This item of legislation is currently only available in its original format.

| <i>Provision</i> | <i>Date of Commencement</i> | <i>S.I. No</i> |
|---|-----------------------------|----------------|
| Schedule 2 (in so far as not already in force) | 1st September 2012 | 2012/2184 |
| Schedule 3 (in so far as not already in force) | 1st October 2012 | 2012/1569 |
| Schedule 4, paragraphs 1 to 4 | 1st October 2010 | 2010/2317 |
| Schedule 4, paragraph 8 (partially) | 1st October 2010 | 2010/2317 |
| Schedule 4, paragraph 9 (partially) | 6th July 2010 | 2010/1736 |
| Schedule 4, paragraph 9 (in so far as not already in force) | 1st October 2010 | 2010/2317 |
| Schedules 5 and 6 | 1st October 2010 | 2010/2317 |
| Schedule 7, paragraphs 4, 5 and 6 (partially) | 6th July 2010 | 2010/1736 |
| Schedule 7 (in so far as not already in force) | 1st October 2010 | 2010/2317 |
| Schedule 8 | 1st October 2010 | 2010/2317 |
| Schedule 9, paragraph 16 (partially) | 6th July 2010 | 2010/1736 |
| Schedule 9 (in so far as not already in force) | 1st October 2010 | 2010/2317 |
| Schedules 10 and 11 | 1st October 2010 | 2010/2317 |
| Schedule 12, paragraph 5 (partially) | 6th July 2010 | 2010/1736 |
| Schedule 12 (in so far as not already in force) | 1st October 2010 | 2010/2317 |
| Schedule 13 (partially) | 1st October 2010 | 2010/2317 |
| Schedule 13 (in so far as not already in force) | 1st September 2012 | 2012/2184 |
| Schedules 14 and 15 | 1st October 2010 | 2010/2317 |
| Schedule 16 (partially) | 1st October 2010 | 2010/2317 |
| Schedule 16 (in so far as not already in force) | 1st October 2012 | 2012/1569 |
| Schedule 17, paragraphs 1 and 6(1) to (7) (partially) | 6th July 2010 | 2010/1736 |
| Schedule 17, paragraphs 1 and 6(1) to (7) (in so far as not already in force) | 1st October 2010 | 2010/2317 |
| Schedule 17, paragraphs 2 to 5 | 1st October 2010 | 2010/2317 |

| <i>Provision</i> | <i>Date of Commencement</i> | <i>S.I. No</i> |
|---|-----------------------------|----------------|
| Schedule 17, paragraphs 6(8) and (9) | 1st October 2010 | 2010/2317 |
| Schedule 17, paragraphs 7 to 12 (partially) | 1st October 2010 | 2010/2317 |
| Schedule 17, paragraphs 7 to 12 (in so far as not already in force) | 18th March 2011 | 2010/2317 |
| Schedule 17, paragraphs 13 and 14 | 1st October 2010 | 2010/2317 |
| Schedule 18 | 5th April 2011 | 2011/1066 |
| Schedule 19 | 18th January 2011 | 2011/96 |
| Schedule 21, paragraph 6 (partially) | 6th July 2010 | 2010/1736 |
| Schedule 21 (in so far as not already in force) | 1st October 2010 | 2010/2317 |
| Schedules 22 and 23 (partially) | 1st October 2010 | 2010/2317 |
| Schedules 22 and 23 (in so far as not already in force) | 1st October 2012 | 2012/1569 |
| Schedule 25 | 1st October 2010 | 2010/2317 |
| Schedule 26, paragraphs 1 to 8 | 1st October 2010 | 2010/2317 |
| Schedule 26, paragraphs 9 to 12 | 5th April 2011 | 2011/1066 |
| Schedule 26, paragraphs 13 to 60 | 1st October 2010 | 2010/2317 |
| Schedule 26, paragraph 61 (partially) | 4th August 2010 | 2010/1966 |
| Schedule 26, paragraph 61 (in so far as not already in force) | 1st October 2010 | 2010/2317 |
| Schedule 26, paragraphs 62 to 64 | 1st October 2010 | 2010/2317 |
| Schedule 26, paragraph 65(1) to (3) and (5) | 6th July 2010 | 2010/1736 |
| Schedule 26, paragraph 65(4) | 1st October 2010 | 2010/2317 |
| Schedule 26, paragraph 65(6) | 5th April 2011 | 2011/1066 |
| Schedule 26, paragraphs 66 to 72 | 1st October 2010 | 2010/2317 |
| Schedule 26, paragraphs 73 and 74 | 5th April 2011 | 2011/1066 |
| Schedule 26, paragraph 75 | 1st October 2010 | 2010/2317 |

Status: This is the original version (as it was originally made). This item of legislation is currently only available in its original format.

| <i>Provision</i> | <i>Date of Commencement</i> | <i>S.I. No</i> |
|---|-----------------------------|---------------------------|
| Schedule 26, paragraph 76 (partially) | 1st October 2010 | 2010/2317 |
| Schedule 26, paragraph 76 (partially) | 5th April 2011 | 2011/1066 |
| Schedule 26, paragraphs 77 to 81 | 1st October 2010 | 2010/2317 |
| Schedule 26, paragraph 82 (partially) | 1st October 2010 | 2010/2317 |
| Schedule 26, paragraph 82 (in so far as not yet in force) | 5th April 2011 | 2011/1066 |
| Schedule 26, paragraphs 83 to 106 | 1st October 2010 | 2010/2317 |
| Schedule 26, paragraph 106A(2) | 5th April 2011 | 2011/1066 |
| Schedule 26, paragraph 107 | 1st October 2010 | 2010/2317 |
| Schedule 27 (partially) | 1st October 2010 | 2010/2317 |
| Schedule 27 (partially) | 5th April 2011 | 2011/1066 |

(2) Paragraph 106A was inserted by [S.I. 2011/1060](#).