



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

Miss C Symonds

AND

Respondent

The Chief Constable of Hampshire
Constabulary

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

HELD AT Southampton

ON

15 to 19 July 2019

EMPLOYMENT JUDGE GRAY

MEMBERS

**Mr D Jenkins and
Mr D Stewart**

Representation

For the Claimant: Mr J Feeny (Counsel)

For the Respondent: Mr G Self (Counsel)

JUDGMENT

The unanimous judgment of the tribunal is that:

- 1. The Respondent subjected the Claimant to harassment because of her sex by comments made on 11 January 2018 (Section 26 of the Equality Act 2010). The complaint of harassment is therefore upheld.**
- 2. The Respondent subjected the Claimant to direct discrimination because of her pregnancy and maternity as evidenced in an email dated 16 January 2018 (Sections 18(2)(a) and (b) and 39(2)(b) of the Equality Act 2010). This complaint of direct discrimination is therefore upheld.**

- 3. The Respondent did not subject the Claimant to direct discrimination because of her pregnancy and maternity by a decision made on the 4 June 2018 (Sections 18(2)(a) or (b) and 39(2)(b) or (c) of the Equality Act 2010). This complaint of direct discrimination is therefore dismissed.**
- 4. The Respondent did not subject the Claimant to victimisation because of a protected act (Section 27 of the Equality Act 2010). The complaint of victimisation is therefore dismissed.**
- 5. In respect of complaints 1 and 2 above the Respondent is ordered to pay the Claimant the sum £6,728.64 (which has been calculated to include interest) for injury to feelings.**

Employment Judge Gray
Dated 18 July 2019 (Liability)
And 19 July 2019 (Remedy)