



EMPLOYMENT TRIBUNALS

Claimant: Mr J. Shuttleworth

Respondent: Simpson Associates Consulting Ltd

Heard at: Watford (sitting at Amersham) **On:** 22, 23, 24 October 2019

Before: Employment Judge McNeill QC
Mr K. Rose
Mr R. Eyre

Representation

Claimant: In person

Respondent: Mr Chaudhry, Solicitor

JUDGMENT

1. The Claimant's claim for unfair (constructive) dismissal is dismissed.
2. The Claimant's claim for disability discrimination is dismissed.
3. The Claimant's claims for sexual harassment and direct sex discrimination are upheld in relation to the American Beauty picture which was placed on Mr Craddock's computer as wallpaper by Mr Baxter on about 29 November 2017 and not taken down for a period of about five weeks.
4. The Claimant is awarded compensation in respect of sexual harassment and direct sex discrimination in the total sum of £4,000.
5. The Claimant's claims for dismissal and/or detriment by reason of making protected disclosures are dismissed on withdrawal.
6. The Claimant's claim no. 3333925/2018 is dismissed on the basis that the tribunal has no jurisdiction to hear that claim.

Employment Judge McNeill QC

Date 24 October 2019

JUDGMENT SENT TO THE PARTIES ON

.....15.11.19.....

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FOR THE TRIBUNAL OFFICE

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.