



# EMPLOYMENT TRIBUNALS

**SITTING AT:** LONDON CENTRAL

**BEFORE:** EMPLOYMENT JUDGE F SPENCER

**MEMBERS:** MR D SCHOFIELD  
MR M REUBY

**BETWEEN:** MRS C HARRIS CLAIMANT  
AND  
WORLDAWARE LIMITED RESPONDENT

**ON:** 4<sup>th</sup> – 12<sup>th</sup> November 2019

## **Appearances**

**For the Claimant:** Mr A Gloag, counsel  
**For the Respondent:** Ms L Farris, counsel

## **JUDGMENT**

The unanimous Judgment of the Tribunal is that:

- i. The Claimant was not disabled at the relevant time, and her claim of disability discrimination fails.
- ii. The Claimant's claim of sex discrimination is not well founded and is dismissed.
- iii. The Claimant was unfairly constructively dismissed.
- iv. It is not appropriate to make any reduction to the basic or compensatory awards to reflect the chance that the Claimant could have been fairly dismissed in any event or to reflect contributory conduct.

The parties having settled the terms of the remedy for unfair dismissal, the Tribunal makes no order in relation to remedy.

Employment Judge Spencer  
13<sup>th</sup> November 2019

JUDGMENT SENT TO THE PARTIES ON

15/11/2019

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FOR THE TRIBUNAL OFFICE

**Note**

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