



EMPLOYMENT TRIBUNALS

Claimant: Mrs AM Knott

Respondent: Caldwellader, Wickersham & Taft LLP

Heard at: Central London

On: 16th & 17th January 2020

Before: Employment Judge A Isaacson

Members: Ms J Clark & Ms L Jones

Representation

Claimant: Mr S Kong, Counsel

Respondent: Mr R Dennis, Counsel

JUDGMENT

It is the unanimous decision of the Tribunal that:

1. The claimant's direct discrimination claim fails and is dismissed.
2. The Respondent's policy of not reducing its hours targets for annual bonuses to reflect time spent on holiday ("the PCP") did put women at a particular disadvantage when compared with men. However, the respondent was able to show that PCP to be a proportionate means of achieving a legitimate aim.

Employment Judge A Isaacson

Date 17th Jan 2020

JUDGMENT SENT TO THE PARTIES ON

.20/1/20

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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.