



EMPLOYMENT TRIBUNALS

Claimant: Miss M Phibben and Miss K King
Respondent: Balfour Beatty Group Employment Limited
Heard at: Cardiff **On:** 16, 17 & 18 March 2020
Before: Employment Judge S Jenkins
Mrs P Palmer
Mr P Bradney

Representation

Claimant: Mrs R Hodgkin (Counsel)
Respondent: Ms C Ibbotsen (Counsel)

JUDGMENT

1. The Claimants claims of direct discrimination on the ground of sexual orientation and harassment on the ground of sexual orientation fail and are dismissed.
2. The Respondent's costs application is refused.

Employment Judge S Jenkins

Date 18 March 2020

JUDGMENT SENT TO THE PARTIES ON 19 March 2020

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FOR THE TRIBUNAL OFFICE

**Case Nos: 1600513/2019
& 1600514/2019**

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.