EMPLOYMENT TRIBUNALS

Claimant		Respondent
Mrs T Jeffrey	v	**Phoenix Healthcare Distribution Limited**

Heard at: CVP   **On:**   2, 3, 4,5 and 6 November 2020

Before: **Employment Judge Davies**
                 Mr G Corbett
                 Mr R Webb

Appearances:
For the Claimant: In person
For the Respondent: Ms C Souter (counsel)

Technology:

This hearing was conducted by CVP (V - video). The parties did not object. A face to face hearing was not held because it was not practicable and all the issues could be dealt with by CVP.

JUDGMENT

1. There was conduct over a period that included all the Claimant's complaints to the Tribunal, and her claim was brought within three months (plus early conciliation extension) of the end of the period, so all her complaints were presented within the time limit in s 123 Equality Act 2010.

2. The Claimant's complaints of harassment related to sex based on the contention that Mr Bond told her (1) that she had a problem with her vehicle brakes because she was a woman driver and (2) that she took too long to do her job and this was why women should not do the job, are well-founded and succeed.

3. The Claimant's complaint of direct sex discrimination based on the contention that Mr Bond grinned sarcastically during a meeting, is well-founded and succeeds.

4. The Claimant's remaining complaints of harassment related to sex and direct sex discrimination are not well-founded and are dismissed.

5. The Respondent shall pay the Claimant **£5,500** compensation for injury to feelings. That comprises £1,000 for the first harassment complaint, £1,500 for the second harassment complaint and £3,000 for the direct discrimination complaint.

6. The Respondent shall pay the Claimant **£446** interest. That comprises £90 for the first harassment complaint (8% interest for 414 days), £118 for the second harassment complaint (8% interest for 359 days) and £238 for the direct discrimination complaint (8% interest for 363 days).

Employment Judge Davies
6 November 2020