



EMPLOYMENT TRIBUNALS

Claimant: Ms J Keating

Respondent: WH Smith Retail Holdings Ltd

Heard at: London South via CVP **On:** 3 and 4 June 2021

Before: Employment Judge Khalil sitting with members
Ms Fellows
Mr Matharu

Appearances

For the claimant: in person, assisted by Ms Shotton, a lay representative
For the respondent: Mr Manson, Solicitor

JUDGMENT

The claim for Indirect Sex Discrimination under S.19 Equality Act 2010 is well founded and succeeds.

The claim for Constructive Unfair Dismissal under S.94/95 Employment Rights Act 1996 is well founded and succeeds.

Reasons were given at the time and written reasons will not be provided unless they are asked for by a written request presented by any party within 14 days of the sending of this written record of the decision.

The parties are encouraged to resolve remedy privately. If this is not possible, the parties should write to the Tribunal requesting a Remedy Hearing. The parties should write to the Tribunal 28 days after this Judgment has been sent to the parties indicating whether or not a Remedy Hearing is required.

Public access to Employment Tribunal decisions

All 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.

Employment Judge Khalil
4 June 2021