



EMPLOYMENT TRIBUNALS

Claimant: Mrs A Williams

Respondent: Kier Limited

Heard: Remotely (by video) **On:** 4, 5 and 6 October 2021

Before: Employment Judge S Shore
NLM – Ms E Wiles
NLM – Mr S Wykes

Appearances

For the claimant: In Person
For the respondent: Ms K Hosking, Counsel

JUDGMENT

The unanimous decision of the Tribunal is that:

1. The claimant's claim of indirect discrimination because of the protected characteristic of sex contrary to section 19 of the Equality Act 2010 ("EqA") fails.
2. The claimant's claim of direct discrimination because of the protected characteristic of age contrary to section 13 EqA fails.
3. The claimant's claim of indirect discrimination because of the protected characteristic of age contrary to section 19 EqA fails.

Note: This has been a remote hearing. The parties did not object to the case being heard remotely. It was not practicable to hold a face to face hearing because of the Covid19 pandemic.

Employment Judge Shore
6 October 2021

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.

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.