



EMPLOYMENT TRIBUNALS

Claimant: Ms S Atlas

Respondent: Travelers Insurance Company Limited

JUDGMENT FOLLOWING RECONSIDERATION

The claimant's application by email of 1 March 2023 for reconsideration of the judgment with written reasons sent to the parties on 15 February 2023 is refused.

REASONS

1. The claimant emailed the tribunal on 1 March 2023 indicating that she would like the tribunal to reconsider its decision. I was unable to deal with this decision as quickly as I would have liked due to annual leave. I apologise to the parties for the delay.
2. The claimant, in her email of 1 March 2023, set out that the respondent had a practice of employing younger people as shown by the fact that only one person was aged over 45 when they were employed. She further set out her belief that the tribunal had no evidence to support its decision and was biased towards the respondent, making excuses for it by overlooking the decisions of an inexperienced manager or one who hurried the process.
3. The claimant then asked whether this would be a matter for appeal or reconsideration. I have treated this as a request for a reconsideration.
4. The findings and conclusions of the tribunal do not support the existence of the practice that the claimant suggests. In particular, paragraph 71 of the written reasons sets out the conclusions the tribunal reached about the ages of members of the relevant team when recruited. The tribunal set out in depth the facts it found (paragraphs 20-44) and the conclusions it drew in respect of direct race discrimination (paragraphs 54-67), direct age discrimination (paragraphs 68-73) and indirect discrimination (paragraphs 74-78). The tribunal maintained a focus on the relevant evidence in assessing whether it could infer discrimination. It did not approach its task with bias or with a view to ignore or excuse relevant evidence.

5. In all the circumstances, I consider that there is no reasonable prospect of the original decisions being varied or revoked.

Employment Judge Heath

17 March 2023