



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Ethan Morgan

**Respondent:** Hermes Parcelnet Limited

**Heard at:** Bristol

**On:** 3<sup>rd</sup>, 4<sup>th</sup> and 5<sup>th</sup> of April 2023

**Before:** Employment Judge C H O'Rourke  
Dr C Hole  
Mr C Williams

**Representation:**

**Claimant:** In person

**Respondent:** Ms R Kight - counsel

## JUDGMENT

1. The Claimant's claim of direct discrimination on grounds of gender re-assignment fails and is dismissed.
2. The Respondent harassed the Claimant, contrary to s.26 of the Equality Act 2010.

# REMEDY

The Respondent is ordered to pay the Claimant the sum of £22,596.39 (as set out in the attached schedule).

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Employment Judge O'Rourke  
Dated: 6 April 2023

Judgment sent to the Parties on 20 April 2023

For the Tribunal Office

Enclosure:

Remedy Schedule

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.

**Remedy Schedule**

Loss of Earnings

22 December 2021 to 30 April 2022 – 19 weeks  
at the agreed weekly net figure of £371.00 £7,049.00

Less 25% deduction (£1,762.25)

Sub-total £5,286.75

Less Universal Credit – 4 months at £668.47 pm) (£2,673.88)

Sub-total £2,612.87

Interest at 8% for 238 days at a daily rate of £0.57 £ 135.66

Total Loss of Earnings £ 2,748.53

Injury to Feelings £18,000.00

Interest at 8% for 469 days at a daily rate of £3.94 £ 1847.86

Total Injury to Feelings Award £19,847.86

**Grand Total Award** **£22,596.39**