



EMPLOYMENT TRIBUNALS

Claimant: A

Respondent: B

Heard at: Watford

On: 23-25 August 2023
& 24 October 2023

Before: Employment Judge Bansal
Members: Mrs J Hancock
Mrs A Brosnan

Representation

Claimant: In person

Respondent: Mr D Bayne (Counsel)

RESTRICTED REPORTING AND ANONYMISATION

These proceedings are the subject of a Restricted Reporting Order and an Anonymisation Order made on 28 August 2023

JUDGMENT

The unanimous decision of the Tribunal is that;

1. The Claimant's claim for direct sex discrimination contrary to s13 Equality Act 2010 are not well founded and are dismissed.
2. The Claimant's claim of harassment related to sex contrary to s26 Equality Act 2010 in respect of the complaint of the conduct of the grievance hearing dated 24 October 2022 is well founded and succeeds. The other complaints as set out in Paras 3.1.1; 3.1.2; 3.1.4; 3.1.5 and 3.1.6 of the List of Issues are not well founded and are dismissed.
3. The Claimant's claim of victimisation contrary to s27 Equality Act 2010 are well founded and succeed in respect of the complaints set out at Paras 4.3.1; 4.3.4; 4.3.6 & 4.3.7 of the List of Issues. The other complaints at Paras 4.3.2; 4.3.3: & 4.3.5 are not well founded and are dismissed.

Employment Judge Bansal
Date 1 November 2023

JUDGMENT SENT TO THE PARTIES ON
6 November 2023

FOR THE TRIBUNAL OFFICE

Note

Written reasons will not be provided unless 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.