



EMPLOYMENT TRIBUNALS

Claimants: Ms S Bettles and Ms E Rutter

Respondent: Secretary of State for Justice

Heard at: Cambridge **On:** 7,8,9,10,13 and 14 November 2023

Before: Employment Judge Dobbie, sitting with members Ms E Deem and Ms K Omer

Representation

Claimants: Ms M Bouffe (Counsel)

Respondent: Mr T Kirk (Counsel)

JUDGMENT

For the reasons given orally on 14 November 2023:

1. The Claimants' claims for indirect sex discrimination are dismissed.
2. The Claimants' claims for breach of Flexible Working rights under sections 80F-I are dismissed.
3. Ms Rutter's claim for disability discrimination is dismissed.

Employment Judge Dobbie
Date 21 November 2023

JUDGMENT SENT TO THE PARTIES ON
5 January 2024

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FOR THE TRIBUNAL OFFICE

Notes

Case No: 3309571/2022 and 3309572/2022

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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>