



# EMPLOYMENT TRIBUNALS

## BETWEEN

Claimant

MS A ACHESON

AND

Respondent

AVON FIRE AND RESCUE  
SERVICE

## JUDGMENT OF THE EMPLOYMENT TRIBUNAL

HELD AT: BRISTOL      ON:    13<sup>TH</sup> / 14<sup>TH</sup> / 15<sup>TH</sup> / 16<sup>TH</sup> / 17<sup>TH</sup> / 20<sup>TH</sup> / 21<sup>ST</sup> / 22<sup>ND</sup>  
/ 23<sup>RD</sup> / 24<sup>TH</sup> / 27<sup>TH</sup> / 28<sup>TH</sup> / 29<sup>TH</sup> / 30<sup>TH</sup>  
NOVEMBER / 1<sup>ST</sup> DECEMBER 2023

EMPLOYMENT JUDGE MR P CADNEY  
(SITTING ALONE)

MEMBERS:    MR K GHOTBI RAVANDI  
                         MS D ENGLAND

APPEARANCES:-

FOR THE CLAIMANT:-      MR G PROBERT (COUNSEL)

FOR THE RESPONDENT:-    MS D GILBERT (COUNSEL)

## JUDGMENT

The unanimous judgment of the tribunal is that:-

1.     The claimants claims of direct sex discrimination (identified below by reference to the numbering in the List of Issues) are well founded and upheld (in part where so identified):
  - 5.1.1 Upheld in part; / 5.1.2 (a) Upheld in part; / 5.1.2 (b) Upheld.
2.     The claimants claims of harassment on the ground of sex as identified below are well founded and upheld:
  - 6.1.1 (a) / 6.1.1 (c) / 6.1.1 (d) / 6.1.4 / 6.1.7 / 6.1.11 / 6.1.14.

3. The claimants claims of harassment on the ground of sex as identified below are not well founded and are dismissed:

6.1.1 (b) / 6.1.1 (e) / 6.1.2 / 6.1.3 / 6.1.5 (withdrawn as duplicate) / 6.1.6 (withdrawn as duplicate) / 6.1.8 – 9 – 10 (upheld as claims of victimisation) / 6.1.12 (withdrawn as duplicate) / 6.1.13 / 6.1.15 / 6.1.16 -17 (withdrawn as duplicates) / 6.1.20 (as an allegation of sex related harassment but upheld as an allegation of sexual orientation related harassment- see below) .

4. The claimants claims of harassment on the grounds of sexual orientation as identified below are well founded and upheld:

6.1.18 / 6.1.20

5. The claimants claims of harassment on the grounds of sexual orientation as identified below are not well founded and are dismissed:

6.1.19 (withdrawn)

6. The claimants claims of victimisation as identified below are well founded and upheld:

7.2.1 / 7.2.2 / 7.2.3 / 7.2.4 / 7.2.7 / 7.2.8 / 7.2. 12 / 7.2.16

7. The claimants claims of victimisation as identified below are not well founded and are dismissed:

7.2.5 / 7.2.6 (upheld as harassment) / 7.2.9 / 7.2.10 / 7.2.11/ / 7.2.13 (withdrawn as alternative to 5.1.2(b)) / 7.2.14 / 7.2.15 (upheld as harassment) / 7.2.17 / 7.2.18 / 7.2.19 / 7.2 20 / 7.2.21 (withdrawn) / 7.2 22/ 7.2. 23 – 7.2.28 (withdrawn)

8. The claimants claim of constructive dismissal is well founded and is upheld.

(For ease of comprehension a copy of the agreed List of Issues is annexed to this Judgment)

Employment Judge Cadney  
Date: 4 December 2023

Judgment sent to the Parties: 22 December 2023

For the Tribunal Office