



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms Tiffany Richardson

**Respondent:** Venture Lighting Europe Ltd

**Heard at:** Watford Employment Tribunal (in person and hybrid)  
**On:** 26-28 March 2024

**Before:** Employment Judge Young  
**Members:** Ms P Barratt  
Mrs N Kendrick

## Representation

**Claimant:** Mr B Eaton (Claimant's husband)  
**Respondent:** Mr T Hussain (Litigation consultant)

# JUDGMENT

It is the unanimous judgment of the Tribunal:

1. The Claimant's complaint of indirect discrimination on the grounds of sex is not well founded and is dismissed.
2. The Tribunal make a declaration that the Claimant's complaint, that the Claimant having made an application under section 80F of the Employment Rights Act 1996 (a flexible working request), the Respondent failed to comply with section 80H(1) of that Act is well founded and succeeds.
3. The Claimant is awarded compensation of 6 weeks' pay amounting to £2,711.53 to be paid by the Respondent.

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Employment Judge Young

Dated 2 April 2024

JUDGMENT SENT TO THE PARTIES ON

23/4/2024

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FOR THE TRIBUNAL OFFICE

Notes

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.

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**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/>