



EMPLOYMENT TRIBUNALS

Claimant: Ms L Nicholls
Respondent: Ministry of Defence
Heard at: Bristol Employment Tribunal
On: 11-22 March 2024
Before: Employment Judge Ferguson
Members: Mr H Launder
Ms L Fellows

Representation

Claimant: In person
Respondent: Ms S Garner, counsel

JUDGMENT

It is the unanimous judgment of the Tribunal that:

1. The complaint of direct sex discrimination is not well-founded and is dismissed.
2. The complaint of direct age discrimination is not well-founded and is dismissed
3. The complaint of direct disability discrimination is not well-founded and is dismissed.
4. The complaint of harassment related to sex and/or age is not well-founded and is dismissed.
5. The complaint of victimisation is not well-founded and is dismissed.

Employment Judge Ferguson
Date: 25 March 2024

Judgment sent to the Parties on 08 April 2024

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.

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/>