



EMPLOYMENT TRIBUNALS

Claimant: Ms Naomi Viljoen

Respondent: Shardeloes Farm Equestrian Centre

Heard at: Watford Employment Tribunal
On: 12-16 & 19-21 August 2024 (20 August 2024- deliberations)

Before: Employment Judge Young
Non Legal Members: Mrs G Bhatt
Mr D Wharton

Representation

Claimant: Mr Boswell (Lay representative)
Respondent: Ms Afiya Amesu (Counsel)

JUDGMENT

It is the unanimous decision of the Employment Tribunal:

1. The Claimant's complaints under section 26 Equality Act 2010 of harassment related to disability under issues 7.1.1, 7.1.5 and 7.1.10 & 7.1.12 are well founded and succeed.
2. The Claimant's complaint under section 26 Equality Act 2010 of harassment related to race under issue 8.1.1 is well founded and succeeds.
3. The Claimant's complaints under of section 19 Equality Act 2010 indirect disability discrimination under issues 5.4.1 & 5.4.3 are well founded and succeed.
4. The Claimant's complaints under section 21 Equality Act 2010 of reasonable adjustments under issues 6.3.1 & 6.3.3 are well founded and succeeds.
5. All the Claimant's remaining complaints not already mentioned above are not well founded and are dismissed.
6. The remedies hearing is listed for 2 days in person on 25-26 September 2024. Case management orders have been issued in respect of this hearing.

Employment Judge Young

Date 22 August 2024

JUDGMENT SENT TO THE PARTIES ON
29/08/2024

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/>