



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms Elizabeth Pitt

**Respondent:** Cambridgeshire County Council

**Heard at:** Cambridge Employment Tribunal **On: 29 & 31 July 2024**

**Before:** Employment Judge Michell  
Ms Marg Harris  
Mr Brian Smith

**Appearances:**

For the claimant: Ms Naomi Cunningham (counsel)

For the respondent: Ms Laura Bell (counsel)

## JUDGMENT

BY CONSENT:

1. It is ordered as follows:

- a. The claimant succeeds in her claims that the conduct set out at paragraphs 16 to 20 of her Particulars of Claim amounted to harassment within the meaning of s. 26 of the Equality Act 2026 relating to gender critical belief and her sexual orientation.
- b. The respondent must pay the claimant the following sums, totalling £55,910.15 (subject to any necessary deductions for tax/employer's NICs):
  - i. £29,352.57 (gross) as loss of earnings, plus interest of £1,463.61.
  - ii. £22,000 as compensation for injury to feelings, plus interest of £2,193.97.
  - iii. £900 for counselling fees (which have yet to be incurred).

2. The tribunal recommends that the respondent's mandatory essential e-learning be revised to include a section on freedom of belief and speech in the workplace ("the Section"); that the Section be drafted by Anya Palmer of counsel, and that it be made available to all of the respondent's employees within the next six months. The tribunal recommends that the claimant be sent a copy of the Section, and confirmation of the date that it was made available to the respondent's employees.

Employment Judge Michell

Date: 16 August 2024

SENT TO THE PARTIES ON  
5 September 2024

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FOR THE TRIBUNAL OFFICE

Written reasons for this judgment will not be provided unless asked for by either party by a written request made within 14 days of the sending of this written record of the decision.