



EMPLOYMENT TRIBUNALS

Claimant: Mrs G Pal

Respondent: The Hut.com Limited

UPON a reconsideration of the judgment dated 6 March 2024 on the Tribunal's own initiative under rule 73 of the Employment Tribunals Rules of Procedure 2013, and without a hearing.

JUDGMENT

The allegation of direct discrimination is not well founded and should be dismissed.

REASONS

1. The allegations of harassment in this case are identical to the allegations of direct discrimination.
2. The tribunal applied the statutory test for harassment under section 26 Equality Act 2010 and the allegations of harassment were well founded, as set out in paragraphs 163 two 171 of the Judgment.
3. Under section 212(1) Equality Act 2010 the definition of detriment does not include conduct which amounts to harassment.
4. The allegations of direct discrimination should therefore be dismissed.
5. I have considered whether a hearing to determine this decision is necessary and in the interests of justice. I have concluded that a hearing is not necessary or in the interests of justice as this is a jurisdictional point only.

Employment Judge Childe

DATE: 18 September 2024

Case No: 2401487/2023

JUDGMENT AND REASONS SENT TO THE PARTIES ON
23 September 2024

FOR THE TRIBUNAL OFFICE