



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss R Hanson

**Respondent:** Highfield Awarding Body for Compliance Limited t/as  
Highfield Qualifications

**HELD at Sheffield ET**

**ON: 12 to 15 August 2024**

**BEFORE:** Employment Judge Brain

**Members:** Mr M Lewis  
Mrs S Robinson

## **REPRESENTATION:**

**Claimant:** In person, assisted by Ms J Hicks

**Respondent:** Ms K Barry of Counsel

# JUDGMENT

The Judgment of the Employment Tribunal is that:

## **Unfair Dismissal**

1. The respondent dismissed the claimant by reason of redundancy.
2. The respondent unfairly dismissed the claimant.
3. No basic award is payable by the respondent as the claimant received a statutory redundancy entitlement at around the time of the dismissal and the dismissal was by reason of redundancy.
4. There shall be no reduction to the compensatory award to reflect the chance that the claimant would not have continued in employment with the respondent but for the actions taken by the respondent in unfairly dismissing her.
5. Remedy shall be determined at the remedy hearing listed for 11 December 2024.

## **Equality Act 2010**

1. The claimant's complaint of indirect discrimination in relation to the relevant protected characteristic of sex brought pursuant to section 19 (when read in conjunction with section 39(2) of the Equality Act 2010) succeeds.

2. By consent, the claimant's parents were at the relevant time with which the claim is concerned disabled for the purposes of the 2010 Act.
3. The following complaints fail and stand dismissed:
  - 3.1. That the respondent discriminated against the claimant pursuant to section 13 (when read in conjunction with section 39(2) of the 2010 Act) by reason of the claimant's association with her parents.
  - 3.2. That the respondent subjected the claimant to indirect discrimination by way of association with her parents and in relation to their disabilities (brought pursuant to section 19 when read in conjunction with section 39(2) of the 2010 Act).
4. Remedy upon the successful discrimination complaint in paragraph 1 shall be determined at the remedy hearing listed for 11 December 2024.

Employment Judge Brain

Date: 21 August 2024

Note - 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**

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<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>