



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms Susan Turner  
**Respondent:** Vinci Construction UK Limited  
**Heard at:** Manchester Employment Tribunal  
**On:** 12 & 13 December 2024 (2 days)  
**Before:** Employment Judge G Tobin  
**Members:** Mrs S Humphreys  
Ms P Owen

## Representation

**Claimant:** In person  
**Respondent:** Ms L Whittington (counsel)

# JUDGMENT

The unanimous Judgment of the Employment Tribunal is that: -

1. The claimant was not harassed in relation to her sex. Therefore, her claim under s26 Equality Act 2010 fails and is dismissed.
2. Two deposit orders for £150 each being made by Employment Judge Bradford on 12 August 2024, pursuant to rule 39 of the Employment Tribunal Rules of Procedure, and the total deposits of £300 being paid by the claimant to the Employment Tribunal on 27 August 2024, the claimant acted unreasonably in pursuing her claims of harassment, pursuant to rule 76. The claimant is ordered to pay the respondent's cost in the sum of £4,500. The deposit paid of £300 shall be paid to the respondent. Consequently, the claimant is ordered to pay the respondent the balance in the sum of £4,200.
3. Proceedings are now concluded.

Employment Judge Tobin

16 December 2024

JUDGMENT SENT TO THE PARTIES ON  
24 December 2024

FOR THE TRIBUNAL OFFICE

**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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All judgments and written reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.