



EMPLOYMENT TRIBUNALS

Claimant: Joanne Neill
Respondent: Dermalogica UK Ltd
Heard at: Croydon
On: 9-13 & 16-17 December 2024
Before: Employment Judge Liz Ord
Tribunal Member Alison Boyce
Tribunal Member Nicola Beeston

Representation:

Claimant: In person
Respondent: Sarah Hornblower (Counsel)

JUDGMENT

1. The claimant was disabled at the relevant time for the purposes of the Equality Act 2010.
2. The complaint of failure to make reasonable adjustments is well founded and succeeds in full.
3. The complaint of indirect sex discrimination with respect to the first round of redundancy is well founded and succeeds.
4. The complaint of indirect sex discrimination with respect to the second round of redundancy is not well founded and is dismissed.
5. The complaint of part time worker discrimination is well founded and succeeds.
6. The respondent is ordered to pay the claimant the sums of:
 - a. £23,331.51 with respect to injury to feelings (£20,000 plus £3,331.51 interest).
 - b. £710.57 (gross subject to tax and NI) with respect to a bonus payment for 2023 (£688.55 plus £22.02 interest).

Employment Judge Liz Ord
Date 17 December 2024

Notes

1. 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. If written reasons are provided, they will be displayed on the tribunal's online register of judgments, which is visible to internet searches.