



EMPLOYMENT TRIBUNALS

Claimant: Sophie Blench

Respondents: Asda Stores Limited

Heard at: Newcastle Employment Tribunal

On: 21st and 22nd January 2025

Before: Employment Judge Sweeney
Ann Tarn
Gerry Gallagher

Representation:

For the Claimant: in person
For the Respondent: Steven Gittins, counsel

JUDGMENT

The unanimous judgment of the Tribunal is that:

1. The following complaints are not well-founded and are dismissed:
 - 1.1 The complaints of harassment related to disability and direct disability discrimination in respect of the conduct of Phil Kinsella, Lee Charlton and Richard Garside.
2. The complaints of harassment and direct disability discrimination in respect of the conduct of Glenn Miller and Dom Chawla are dismissed on grounds that they were not brought within the period of 3 months starting with the date of the acts to which the complaint relates or within such period as the tribunal thinks just and equitable.

Employment Judge Sweeney

Date: 22 January 2025

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.

Public access to employment tribunal decisions

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

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

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