



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs L Rushan

**Respondent:** Sodexo Limited

**Heard at:** Liverpool

**On:** 24 and 25 February 2025

**Before:** Employment Judge Benson  
Mr G Pennie  
Mr R Cunningham

## REPRESENTATION:

**Claimant:** in person

**Respondent:** Miss A Rumble - counsel

## JUDGMENT

1. The respondent had a genuine material factor for the differential in pay between the claimant and her comparator which was not because of sex, and which did not put the claimant and women at a particular disadvantage compared to men doing work, which for the purposes of this hearing was equal to the claimants.
2. The complaint of sex discrimination (equal pay) is not well-founded and is dismissed.

**Employment Judge Benson**

**25 February 2025**

Judgment sent to the parties on:

14 March 2025

For the Tribunal:

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**Notes**

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](http://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/>