



EMPLOYMENT TRIBUNALS

Claimant: Miss S Begum

Respondent: Costain Engineering & Construction Limited

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

Heard at: Southampton (by video) **On:** 24, 25 and 26 February 2025

Before: Employment Judge Gray
AND Members Mr English and Mr Richardson

Appearances

For the Claimant: In person
For the Respondent: Miss M Sharp (Counsel)

JUDGMENT

It is the unanimous judgment of the Tribunal that the Claimant's complaint of harassment related to sex on 21 December 2022 succeeds and it is just and equitable to extend time for that complaint. The complaint of sex discrimination and harassment related to sex about the conclusion on 9 February 2023 and in the grievance; and harassment related to conduct of a sexual nature on the 21 December 2022, fail and are dismissed.

The Respondent's application for reconsideration is refused pursuant to Rule 70(2) of the Employment Tribunal Procedure Rules 2024.

For the successful discrimination complaint, the Claimant is awarded the sum of £5,874.40 to be paid by the Respondent and made up as follows:

- injury to feelings of £5,000

- together with interest at 8% being £874.40 (798 days or 2.186 years (from the 21 December 2022) = $2.186 \times 8\%$ of £5,000 = £874.40)

Employment Judge Gray
Dated 26 February 2025

Judgment sent to Parties on
12 March 2025

For the Employment Tribunal

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.

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/>