



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs Sharon Evans

**Respondent:** Marks and Spencer PLC

**Heard at:** Southampton

**On:** 28,29,30 July 2025

**Before:** Employment Judge Rayner  
Mrs C Earwaker  
Mr P English

## Representation

**Claimant:** In person

**Respondent:** Mr Leonhart, Counsel

# JUDGMENT

1. The claimant's claim that she was unfairly dismissed is well founded and succeeds.
2. The claimant's claim that she was discriminated against on grounds of disability in that she was dismissed contrary to section 15 of the Equality Act 2010 is well founded and succeeds.
3. The claimant's claim that she was discriminated against on grounds of age contrary to section 13 of the Equality Act 2010 is not well founded and is dismissed.

# Remedy

1. The respondent will pay the claimant of the following sums by way of compensation for unfair dismissal.

Basic award		£1701.00
Compensation for loss of earnings from date of dismissal to date of hearing	Loss of 4 weeks SSP	£437.00
Loss of statutory rights		£400.00

2. The respondent will pay the claimant the following sums by way of compensation for disability discrimination:

Injury to feeling award		£11,500.00
Interest on Injury to feeling award		£1567.78
Loss arising from option to buy Shares at 20% discount	£176.00x 3 months x 25%	£132.00
Loss of 3 months store discount	Est @ £20 per month	£60.00
Interest on total financial losses	£629.00x 622 days/2 x 0.08/365	£42.00

3. The total compensation payable by the respondent to the claimant for unfair dismissal and discrimination is £15,840.66.

## Preparation time order

4. The respondent will pay the claimant the sum of £220.00, in respect of five hours preparation carried out by the claimant at a rate of £44.00 an hour. The reasons for the preparation time order were explained to the parties at hearing and are not repeated here.

Approved by:

**Employment Judge Rayner**  
**Date: 1 August 2025**

JUDGMENT SENT TO THE PARTIES  
ON 19 August 2025

Jade Lobb  
FOR THE TRIBUNAL OFFICE

### 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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

[www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/](http://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/)