



EMPLOYMENT TRIBUNALS

Claimant: Mrs Shelley Leach (Nee Woods)

Respondent: His Majesty's Commissioners for Revenue & Customs

Heard at: Bristol (hybrid) **On:** 16 June (Reading) 16, 17, 18, 19, 20, June (Evidence) 23 June 2025 (Judgment)

Before: Employment Judge Midgley

Representation

Claimant: Miss E Cunningham (Counsel)

Respondent: Ms A Rumble (Counsel)

JUDGMENT

The judgment of the tribunal is as follows:

1. The claim of harassment related to disability in relation to the following allegation is well-founded and succeeds:
 - a. The meeting of 20 April 2023 (allegations 8.1/8.2 - requests for information; 8.4 - failure to enquire about the claimant's well-being (albeit it is *de minimis*); 8.5 - placing the burden of finding an alternative role on the claimant)
 - b. The failure to provide the claimant with the recommended ADHD coaching
2. All other claims of harassment are not well founded and are dismissed.
3. The claim that the respondent failed to make reasonable adjustments is well funded and succeeds (in relation to issues 24.1/24.3; and 24.6; all other aspects of the allegation are not well founded and are dismissed).
4. The claim that the respondent treated the claimant unfavourably because of something arising from her disability is not well-founded and is dismissed.
5. The claim of indirect sex discrimination is dismissed on its withdrawal by the claimant.

Case No: 6001835/2023

6. The compensation to which the claimant is entitled will be determined at a separate remedy hearing, notice and orders for which will be sent by separate letter.

**Approved by
Employment Judge Midgley
Date: 26 June 2025**

JUDGMENT SENT TO THE PARTIES ON
24 July 2025

Jade Lobb
FOR THE TRIBUNAL OFFICE

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.