



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms Armstrong

**Respondent:** London Underground Limited

**Heard at:** London South (by CVP) **On:** 29-30 September 2025,  
1 October 2025 and  
27 October 2025

**Before:** Employment Judge Hart

**Representation:**

For the claimant: Mr Duru (lay representative (days 1-3 only))

For the respondent: Ms Urquart (counsel)

## JUDGMENT

The Judgment of the Tribunal is that:

1. The complaints of direct sex discrimination are not well-founded and are dismissed.
2. The complaints of direct age discrimination are not well-founded and are dismissed.
3. The complaints of harassment related to sex are not well-founded and are dismissed.
4. The complaints of harassment related to age are not well-founded and are dismissed.

This judgment has been approved by:

Employment Judge **HART**

Date: 27 October 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](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/>