



EMPLOYMENT TRIBUNALS

Claimant: Miss B-M Bliss

Respondent: Floorspan Contracts Limited

Heard at: Norwich Employment Tribunal (in public; by CVP)

On: 3, 4, 5, 6 and 7 November 2025

Before: Employment Judge Gordon Walker
Ms J Buck
Mr B Lynch

Appearances

For the claimant: Mrs K Bliss, mother

For the respondent: Mr McConbie, counsel

JUDGMENT

1. The claim of harassment related to age (sections 26 and 39(2) Equality Act 2010) in relation to the allegations at paragraphs 9, 15 and 16 of the particulars of claim is well founded and succeeds. The claims were presented within the time limit at section 123(2)(b) Equality Act 2010.
2. All other claims of harassment related to age (sections 26 and 39(2) Equality Act 2010) are not well founded and are dismissed.
3. The claim of direct age discrimination (sections 13 and 39(2) Equality Act 2010) in relation to the allegations at paragraphs 7 and 19 of the particulars of claim is well founded and succeeds. The claims were presented within the time limit at section 123(2)(b) Equality Act 2010.
4. All other claims of direct age discrimination (sections 13 and 39(2) Equality Act 2010) are not well founded and are dismissed.

5. The claim of victimisation (sections 27 and 39(2) Equality Act 2010) is not well founded and is dismissed.
6. The claim of breach of contract (notice period) is well founded and succeeds.
7. The claim for holiday pay is dismissed upon withdrawal pursuant to rule 51 of the Employment Tribunal Rules of Procedure 2024.

Approved by:

Employment Judge Gordon Walker

Date 7 November 2025

JUDGMENT SENT TO THE PARTIES ON
27 November 2025

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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.

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Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.