



EMPLOYMENT TRIBUNALS

Claimant: MISS F E OCHEA

Respondent: VIRGIN MEDIA LIMITED

JUDGMENT

The complaints of direct sex discrimination, harassment related to sex and disability in connection with the following factual allegations are struck out:

- a. Ask the claimant detailed, intrusive and unnecessary questions about her medical condition during the appeal hearing (Mr Seaton);
- b. Make unnecessary requests for evidence and details in relation to her absences and her medical condition during the appeal (Mr Seaton);
- c. Amend the hearing notes to delete his repeated unnecessary questioning about the claimant's health condition and hide how he had conducted the hearing (Mr Seaton); and
- d. Fail to uphold the claimant's appeal

REASONS

1. Following a preliminary hearing on 5 August 2025, the claimant was ordered to pay a deposit of £250 in respect of each of the allegations that the following were acts of direct sex discrimination by the respondent through the actions of its manager Mr Seaton:
 - a. Ask the claimant detailed, intrusive and unnecessary questions about her medical condition during the appeal hearing (Mr Seaton);
 - b. Make unnecessary requests for evidence and details in relation to her absences and her medical condition during the appeal (Mr Seaton);
 - c. Amend the hearing notes to delete his repeated unnecessary questioning about the claimant's health condition and hide how he had conducted the hearing (Mr Seaton); and
 - d. Fail to uphold the claimant's appeal
2. The claimant was also ordered to pay a deposit of £250 in respect of each of the allegations that the following were acts of harassment related to sex by the respondent through the actions of its manager Mr Seaton:

- a. Ask the claimant detailed, intrusive and unnecessary questions about her medical condition during the appeal hearing (Mr Seaton);
 - b. Make unnecessary requests for evidence and details in relation to her absences and her medical condition during the appeal (Mr Seaton);
 - c. Amend the hearing notes to delete his repeated unnecessary questioning about the claimant's health condition and hide how he had conducted the hearing (Mr Seaton); and
 - d. Fail to uphold the claimant's appeal
3. The claimant was also ordered to pay a deposit of £250 in respect of each of the allegations that the following were acts of harassment related to disability by the respondent through the actions of its manager Mr Seaton:
- a. Ask the claimant detailed, intrusive and unnecessary questions about her medical condition during the appeal hearing (Mr Seaton);
 - b. Make unnecessary requests for evidence and details in relation to her absences and her medical condition during the appeal (Mr Seaton);
 - c. Amend the hearing notes to delete his repeated unnecessary questioning about the claimant's health condition and hide how he had conducted the hearing (Mr Seaton); and
 - d. Fail to uphold the claimant's appeal
4. The order was sent to the claimant on 25 September 2025. The claimant has failed to pay these deposits. The complaints of direct sex discrimination, harassment related to sex, and disability, are therefore struck out under rule 40(4) of the Employment Tribunal Procedure Rules 2024.

Approved by

Employment Judge Cookson

Date: 1 December 2025

JUDGMENT SENT TO THE PARTIES ON

20 January 2026

FOR THE TRIBUNAL OFFICE