



EMPLOYMENT TRIBUNALS

Claimant: Ms. M. Fernando

Respondent: Knight Frank Services Company

Heard at: Watford by CVP

On: 29, 30 September 2025,
1,2,3 October 2025,
20 October 2025 (chambers)
12 November 2025

Before: Employment Judge S. Matthews
Mrs. J. Hancock
Mr. T. Poil

REPRESENTATION:

Claimant: Miss Platt (counsel)

Respondent: Mr. Butler (counsel)

JUDGMENT

The complaint of direct disability and sex discrimination is not well-founded and is dismissed.

The complaint of unfavourable treatment because of something arising in consequence of disability is not well-founded and is dismissed.

The complaint of failure to make reasonable adjustments for disability is not well-founded and is dismissed.

The complaint of indirect sex discrimination is not well-founded and is dismissed.

The complaints of harassment related to disability and sex are not well-founded and are dismissed.

The complaint of victimisation is not well-founded and is dismissed.

The complaint in respect of holiday pay is not well-founded and is dismissed.

The complaint of breach of contract in relation to notice pay is not well-founded and is dismissed.

Approved by:

Employment Judge S. Matthews

12 November 2025

Judgment sent to the parties on:

21 January 2026

For the Tribunal:

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 at www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/