



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms Marion Nash  
**Respondent:** National Highways Limited  
**Heard at:** Cambridge Employment Tribunal (in person)  
**On:** 8 January 2026  
**Before:** Employment Judge Hutchings (sitting alone)

**Representation**  
Claimant: Mr Dollar, trade union representative  
Respondent: Ms Harty, counsel

## JUDGMENT

1. The respondent accepts that it failed to make reasonable adjustments for the claimant. The complaint of discrimination pursuant to section 21 Equality Act 2010 succeeds.
2. The respondent shall pay the claimant an amount of £3,500 compensation for injury to feelings.

Approved by:

Employment Judge Hutchings

8 January 2026

JUDGMENT SENT TO THE PARTIE ON  
11 February 2026

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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. 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 here:

[www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/](http://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/)