



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms Natalie Quin

**Respondent:** Home Office

**Heard at:** Watford Employment Tribunal (Hybrid)  
**On:** 10- 13 February 2026

**Before:** Employment Judge Young  
**Non Legal Members:** Ms Nicola Duncan  
Mr Andrew Scott

## Representation

**Claimant:** Litigant in person  
**Respondent:** Mr Richard Ryan (Counsel)

# JUDGMENT

1. The Claimant's complaints of direct sex discrimination are not well founded and are dismissed.
2. The Claimant's complaints of harassment related to sex are well founded and succeed.
3. The Claimant is awarded £15,000 for injury to feelings and £3026.30 in interest.
4. The Claimant is awarded £2881.99 for financial loss.
5. The Employment Tribunal reconsidered the decision of its own initiative in respect of the amount of interest on financial losses, and the Claimant is awarded £181.05 in interest on financial loss.
6. The Respondent must pay the Claimant a total of £21,089.34 within 14 days of this judgment.

Approved by:

Employment Judge Young

Dated 13 February 2026

JUDGMENT & REASONS SENT TO THE PARTIES ON  
23 April 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.

**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/>