



EMPLOYMENT TRIBUNALS

Claimant: Nicola Parris

Respondent: Southern Vectis Limited

Heard at: On: 15 April 2026

Before: Employment Judge Bowen

Representation

Claimant: Ms. Arietta Berisha, CILEX but acting as a McKenzie Friend

Respondent: Miss N. O'Shaughnessy, Counsel

Also in attendance:

The Claimant and her husband.

JUDGMENT

1. The Claimant's application to amend is granted in part.
2. The Claimant is granted permission to amend her claim to include the following complaints:
 - 2.1. Harassment related to disability – that the Respondent pressured and harassed the Claimant to return to work prematurely, whilst she still had a valid sick note from her GP by doing the following:
 - 2.1.1. On 1 August 2024, in a meeting, Simon Moye told the Claimant that she needed to come back to work or lose her job.
 - 2.1.2. On 2 August 2024, Simon Moye said the following to the Claimant:
 - 2.1.2.1. "Someone may leave and we would be happy to start in that role. If we don't have a role by then, then we may have to part company";
 - 2.1.2.2. "What I will say is then we can put you on the waiting list for it. If you leave the company then I can't displace someone off it. I can ask but if they don't then I cannot force it."
 - 2.1.3. On 9 August 2024 in a meeting Simon Moye said to

the Claimant:

- 2.1.3.1. “If you don’t accept it, then we will look at the future and that would be parting company”;
- 2.1.3.2. “Potentially being told that you are losing your job is never an easy thing to hear.”
- 2.1.3.3. Not giving her sufficient time to consider the job offer that was made to the Claimant in that meeting.

3. The remainder of the Claimant’s amendment application is refused.

Directions:

4. The case remains listed for Final Hearing and will now be heard on **24, 25, 26 27 and 28 August 2026** via video conference.
5. The existing case management orders made by Employment Judge Bradford on 28 October 2025 remain in effect.
6. The Parties shall file an agreed updated list of issues to reflect the Claimant’s permitted amendments by 4 pm on 29 May 2026.
7. During this preliminary hearing, the Claimant required 5-minute breaks every 30-45 minutes. If the Claimant requires breaks at the Final Hearing this will be considered by the presiding Employment Judge at the outset of the hearing. No other adjustments have been sought by the Claimant at this time.

Approved by:
Employment Judge Bowen
21 April 2026 (Approved)

JUDGMENT SENT TO THE PARTIES ON
27 April 2026

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/