



EMPLOYMENT TRIBUNALS

Claimant: Miss D Gallagher
Respondent: Secretary of State for Justice
Heard at: in person at the Bristol Employment Tribunal
On: 1, 2, 3, 4 and 5 June 2026
Before: Employment Judge Woodhead (sitting alone)

Appearances

For the Claimant: Representing herself

For the Respondent: Mr S Tibbitts (Counsel). Ms E Cho (Counsel) (attended on behalf of Mr Tibbets for oral judgment on 5 June 2026)

JUDGMENT

The decision of the Tribunal is:

1. The Claimant's complaints of unlawful harassment (related to sex) under Section 26 of the Equality Act 2010 ("**EqA**") and health and safety detriment under Section 44(1)(c) Employment Rights Act 1996 were dismissed, on withdrawal by the Claimant, at the final hearing on 1 June 2026.
2. The complaint of direct sex discrimination made pursuant to Section 13 of the EqA is not well founded and is dismissed.

Employment Judge Woodhead

Date: 5 June 2026

Sent to the parties on: 24 June 2026

Jade Lobb

For the Tribunals Office

Notes

Summary reasons for the judgment having been given orally at the hearing, written summary 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 summary reasons are requested, the Tribunal may, if it considers it appropriate to do so, provide written full reasons. If written full reasons are provided they will be placed online.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at 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/>