



EMPLOYMENT TRIBUNALS

Claimant: Miss Tanya Langston

Respondent: Historic England

Heard at: Bristol **On:** 1, 2, 3, 4 and 5 June 2026 (Hearing)
8 June 2026 (Deliberation)
9 June 2026 (Judgment)

Before: Employment Judge Midgley

Representation:

Claimant: In person

Respondent: Miss C Urquhart (Counsel)

JUDGMENT

1. The claims of direct disability discrimination, discrimination arising from disability and harassment related to disability detailed at issue 4.2.6.3 (and as repeated under other heads of claim) relating to the conduct of Mr David Gray are dismissed on their withdrawal by the Claimant.
2. The remaining claims of direct disability discrimination, discrimination arising from disability and harassment related to disability are not well founded and are dismissed.
3. The claims of direct sex discrimination are not well founded and are dismissed.
4. The claim of unfair dismissal is not well founded and is dismissed. Had it been necessary to determine reductions for contributory fault or *Polkey* reductions, each would have been made at 100%.
5. Had it been necessary to determine whether the Tribunal had jurisdiction to determine whether it had jurisdiction to hear the claims, the Tribunal would have found that all claims (save for unfair dismissal) were presented out of time and that it was not just and equitable to extend time.
6. It was unnecessary to determine whether the impairment caused by any mental health condition constituted a disability within the definition of section 6 and schedule 1 of the Equality Act 2010. No finding to that effect was made.

Case No: 6002213/2024

**Approved by
Employment Judge Midgley
Date 10 June 2026**

JUDGMENT SENT TO THE PARTIES ON
25 June 2026

Note

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.