EMPLOYMENT TRIBUNALS

Claimant:
Miss B Connolly

v

Respondent:
Trentham Invest Limited

Heard at: London South (via CVP)

On: 5 & 6 October 2026

Before: Employment Judge Fredericks-Bowyer
Tribunal Member Clewlow
Tribunal Member Townsend

Appearances
For the claimant: In Person
For the respondent: M D Ajibade (Litigation Consultant)

JUDGMENT

1. The following allegations of harassment related to disability succeed:-
   1.1. On 20 December 2023 Miss Downs (of the respondent) in front of the claimant imitated someone with disability by curling her wrists, sticking her tongue in her cheek and making noises that were associated with her disability;
   1.2. On 9 January 2024, Miss Downs (of the respondent) said to the claimant that the claimant was retarded, stupid, thick and incompetent;
   1.3. On 17 January 2024, Miss Downs (of the respondent) said to the claimant that the claimant was retarded, stupid, thick and incompetent; and
   1.4. On 17 January 2024, Miss Downs (of the respondent) called the claimant thick for sending client birthday cards early.

2. The remainder of the allegations of harassment related to disability do not succeed and are dismissed.

3. The complaint of less favourable treatment because of disability does not succeed because part of it has succeeded as harassment and the remainder is not well founded and is dismissed.

Approved by:
Employment Judge Fredericks-Bowyer
Date: 6 October 2026

Sent to the parties on:
Date: 3 November 2026