



EMPLOYMENT TRIBUNALS

Claimant: Ms R. Harman

Respondent: Strettons Limited

Heard at: East London Hearing Centre (remotely, by video (CVP))

On: 2-5 and 10 August 2021

Before: Employment Judge Massarella
Members: Ms G. Forrest
Ms A. Berry

Representation
Claimant: In person
Respondent: Ms J. Smeaton (Counsel)

JUDGMENT

The judgment of the Tribunal is that:

1. the Claimant's claim in respect of accrued, but untaken, holiday (Reg 14, WTR 1998) is dismissed on withdrawal;
2. the Claimant did not undertake like work, by comparison with the work undertaken by her male comparator, and the Respondent did not breach the implied sex equality clause (s.66 EqA);
3. the Claimant's claim that the Respondent failed to make reasonable adjustments (s.20 EqA) is not well-founded, and is dismissed;
4. the Claimant's claim that the Respondent treated her unfavourably because of something arising in consequence of her disability (s.15 EqA) is not well-founded, and is dismissed
5. the Claimant was not constructively dismissed.

Employment Judge Massarella
Date: 10 August 2021