



EMPLOYMENT TRIBUNALS

Claimant: Mrs Esther Brown

Respondent: Ministry of Defence

Heard at: Liverpool and Manchester

On: 20 – 24 March (in Liverpool), 24-28 April (in Manchester), 15-17 August (without parties) and 1 December 2023 (in Manchester)

Before: Employment Judge Cookson
Mrs J Pennie
Ms C Doyle

REPRESENTATION:

Claimant: Mr Small (counsel)

Respondent: Ms Cummings (counsel)

JUDGMENT

It is the unanimous decision of the Tribunal that:

1. The complaints of direct sex discrimination are not well-founded and are dismissed.
2. The complaint of indirect sex discrimination relating to the application of the menopause policy is dismissed on withdrawal.
3. The other complaints of indirect sex discrimination are not well founded and are dismissed.
4. The complaints of indirect disability discrimination are not well-founded and are dismissed.
5. The complaints of harassment related to sex and disability are not well-founded and are dismissed.
6. The complaints of unfavourable treatment because of something arising in consequence of disability are not well-founded and are dismissed.

7. The complaints of failure to make reasonable adjustments for disability are not well-founded and are dismissed.

Employment Judge Cookson

Date 5 December 2023

JUDGMENT SENT TO THE PARTIES ON

8 December 2023

FOR THE TRIBUNAL OFFICE

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.

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/>