



EMPLOYMENT TRIBUNALS

Claimant: Mrs T Watts

Respondent: The Sofa Delivery Company Limited

Heard at: Cardiff (hybrid) **On:** 18, 19, 20, 21 and 22 November 2024

Before: Employment Judge Leith Ms J Kiely Mr S Head

Representation

Claimant: Mr Findlay (Counsel)

Respondent: Miss Sandiford (Counsel)

JUDGMENT

1. The complaint of harassment related to disability succeeds. The Respondent must pay the Claimant the sum of **£25,303.28**, made up as follows:
 - a. £23,000 for injury to feelings; and
 - b. £2,303.28 for interest (calculated at 8%, giving a daily rate of £5.04, for the period from 23 August 2023 to 22 November 2024).
2. The complaints of direct sex discrimination, discrimination arising from disability, failure to make reasonable adjustments and unfair dismissal fail and are dismissed.

Employment Judge Leith

Date: 22 November **2024**

JUDGMENT SENT TO THE PARTIES ON
30 December 2024

Adam Holborn

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-tribunaldecisions 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/>