



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms H Payton

**Respondents:** (1) Arch-Way Project  
(2) Mr G Flowitt

**Heard at:** Leeds by CVP

**On:** 15-17 January 2023

**Before:** Employment Judge Maidment

**Members:** Ms J Hiser  
Ms A Brown

## **Representation**

**Claimant:** In person

**Respondents:** Mr A Willoughby, Counsel

# JUDGMENT

The claimant's complaints of sexual harassment, victimisation and seeking damages for breach of contract fail and are dismissed.

Employment Judge Maidment  
Date 17 January 2024

## **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-tribunals](http://www.gov.uk/employment-tribunals)

[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/>