

PRINCIPAL CLAIM 3: HARASSMENT

Claimant's Summary: Harassment contrary to sections 26 and 27 of the Equality Act 2010, said to have occurred as a result of raising protected matters and acting consistently with her philosophical belief.

This issue is recorded in the Employment Tribunals document titled *Record of a Preliminary Hearing*, in the case of *Ms H Bannerman v The Land Restoration Trust*, Case Numbers **3306483/2024** and **3311035/2024**. The hearing took place on **14 May 2025** before **Employment Judge KJ Palmer**, with the written record dated **19 May 2025**. The relevant section appears under '**List of Issues – Harassment Related to Disability**' at **paragraphs (41)-(44)**.

This is the Claimant's summary of what the Tribunal will consider:

1. Whether the Respondent subjected the Claimant to the following treatment:
 - (i) being unlawfully suspended on 19 February 2024;
 - (ii) being asked on 22, 26 and 27 February 2024 to consider a proposal for a risk assessment relating to her role;
 - (iii) the Respondent's email of 5 March 2024.
2. Whether the treatment amounted to unwanted conduct.
3. Whether the unwanted conduct was related to the Claimant's disability.
4. Whether the unwanted conduct had the purpose or effect of:
 - violating the Claimant's dignity, or
 - creating an intimidating, hostile, degrading, humiliating or offensive environment.

In determining this, the Tribunal will take into account:

- the Claimant's own perception,
- all relevant circumstances, and
- whether it was reasonable for the conduct to have had that effect.