

PRINCIPAL CLAIM 5: DIRECT SEX DISCRIMINATION

Claimant's Summary: Direct sex discrimination, contrary to section 13 of the Equality Act 2010, arising from the Respondent's failure to maintain the protection and support previously provided by the Claimant's line manager when that manager went on maternity leave.

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 – Direct Sex Discrimination**' at **paragraphs (29)-(31)**.

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

1. Whether the Claimant is a woman for the purposes of section 13 of the Equality Act 2010.
2. Whether the Claimant was treated less favourably because of her sex, in relation to the following alleged acts:
 - (i) A failure by [REDACTED] to address issues of misogyny which the Claimant raised on 8 February 2024, those issues having been perpetrated by Hill Marshall.
 - (ii) A failure by the Respondent to effect a proper handover from [REDACTED] to [REDACTED] and [REDACTED] in December 2023, which the Claimant relies upon as an act of direct discrimination because of sex.
 - (iii) The Claimant being asked for proof of her Asperger's diagnosis by [REDACTED] on 27 February 2024, which the Claimant relies upon as an act of direct discrimination because she asserts that a man would not have been asked to provide such proof.
 - (iv) The Claimant's suspension and exclusion from attending the Community Centre on 19 February 2024, and her full suspension on 6 March 2024, which had a profound effect on the Claimant and her son. The Claimant relies upon this as an act of direct discrimination because of her sex.
3. Whether a hypothetical comparator who is not a woman would have been treated more favourably in the same or similar circumstances.