



EMPLOYMENT TRIBUNALS

Claimant: Mrs R Kalam

Respondent: The Chief Constable of West Midlands Police

FINAL HEARING

Heard at: Birmingham

On: 11 to 14 & 17 to 19 July &
(deliberations with no parties) 20 & 21 July 2023

Before: Employment Judge Camp

Members: Mrs RA Forrest
Mr J Reeves

Appearances

For the Claimant: Mr J Feeny, counsel

For the Respondent: Mr D Basu, King's Counsel; Mr A Rathmell, counsel

JUDGMENT BY CONSENT

1. The Respondent is liable to the Claimant for the following direct and indirect sex discrimination:
 - 1.1 the failure to provide to her suitable Personal Protective Equipment ("PPE") including trousers, tops, Crye two-piece, folding handcuffs and ballistic body armour;
 - 1.2 the failure to order ballistic body armour suited to her irrespective of when male body armour would be ordered.
2. The Respondent is liable to the Claimant for the following harassment related to sex:
 - 2.1 in 2012 the claimant was made the 'poster girl' for the FOU [Firearms Operations Unit] department and was told she could not pass the training course if she did not agree;
 - 2.2 in March 2012 the Claimant was required to act as a 'stooge' in a mock training exercise by having her clothes cut off and stripped down to her underwear so that first aid could be given. The scenario was based on a bullet hole on the top of the

left breast, which officers would then have to treat in the training session. She felt extremely uncomfortable;

- 2.3 during a training exercise in March 2012 the Claimant was doing press ups, and a male trainer pushed her down with his foot on the back of her neck and said 'just because you have tits does not mean you cannot do a press up';
- 2.4 the Claimant was not given a handgun with an easier trigger pull like other male officers were;
- 2.5 the Claimant was required to pose for a photo shoot when 5 months pregnant in April 2016;
- 2.6 male officers have drawn male genitalia images on notice boards around the station;
- 2.7 male officers have often used the word 'cunt' whilst in the station;
- 2.8 failing to provide suitable PPE;
- 2.9 refusing the Claimant from attending the assessment days for aspiring firearms officers in December 2020;
- 2.10 delaying transferring the Claimant out of the FOU to her new role in Force CID in January 2021;
- 2.11 at a meeting on 14 December 2020 with CI Nunn and Insp Vale whereby CI Nunn became angry, stood up to the Claimant, shouted, and the door was slammed behind the Claimant.

3. The Respondent is liable to the Claimant for the following victimisation:

- 3.1 the Claimant could not attend the assessment days which were arranged on 5, 6, 12 and 13 December 2020;
- 3.2 delaying the Claimant's transfer out of FOU, which she requested on 4 January 2021.

4. The Respondent is liable to the Claimant for the Claimant being subjected to the following detriments because she made a protected disclosure:

- 4.1 the Claimant could not attend the assessment days which were arranged on 5, 6, 12 and 13 December 2020;
- 4.2 delaying the Claimant's transfer out of FOU, which she requested on 4 January 2021;
- 4.3 at a meeting on 14 December 2020 with CI Nunn and Insp Vale whereby CI Nunn became angry, stood up to the Claimant, shouted, and the door was slammed behind the Claimant.

5. The Respondent shall pay the Claimant the sum of £3,000 in respect of pain, suffering and loss of amenity for her claim for physical injury (scarring).

Electronically signed by EJ Camp

Signed: 14th September 2023