



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs Melanie Haines  
**Respondent:** Royal Berkshire NHS Foundation Trust  
**Heard at:** Reading **On: 5, 6, 7 and 8 February 2018**  
**Before:** Employment Judge Gumbiti-Zimuto  
Members: Mrs EJ Aylott and Mr B Walter

## Appearances

**For the Claimant:** Ms C Rayner (Counsel)  
**For the Respondent:** Mr S Pender (Solicitor)

## JUDGMENT

1. The claimant's complaints of discrimination arising from disability, failure to make reasonable adjustments, harassment related to disability and victimisation are well founded and succeed.
2. The respondent is ordered to pay to the claimant the sum of £25,200.00 made up of the following:
  - a. Injury to Feelings £18,000.00
  - b. ACAS uplift at 25% £4,500.00
  - c. Interest £2,700.00

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Employment Judge Gumbiti-Zimuto

Date: 8 February 2018

Sent to the parties on: 20 February 2018

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For the Tribunals Office