



EMPLOYMENT TRIBUNALS

Claimant: Ms M Townsend

Respondent: Mr A Edge and Mr N Coley t/a Buxton Radio Taxis

Heard at: Manchester

On:

21 March 2018

Before: Employment Judge Ross
Ms L Atkinson
Mr S T Anslow

REPRESENTATION:

Claimant: In person

Respondent: Mr A Edge

JUDGMENT

The judgment of the Tribunal is that:

1. The name of the respondent is amended to Mr A Edge and Mr N Coley t/a Buxton Radio Taxis.
2. The claimant's claim that she was unfavourably treated by the respondent because of something arising in consequence of her disability when it dismissed her, pursuant to section 15 of the Equality Act 2010 is well-founded and succeeds.
3. The claimant's claim for failure to make reasonable adjustments pursuant to sections 20-22 of the Equality Act 2010, namely requiring her to work one night shift every five weeks and refusing to withdraw the requirement, is well-founded and succeeds.
4. The Tribunal awards the claimant compensation as follows:
 - (a) A basic award in the sum of £240.
 - (b) A compensatory award in the sum of £240.
 - (c) Loss of earnings of one year of £6,240 (52 x £120).
 - (d) A further 12 weeks (£120 x 12) = £1,440.

- (e) Injury to feelings of £8,000.
5. All sums are inclusive of interest. The Recoupment Regulations do not apply.
6. The total sum of £16,160 is to be paid by the respondent to the claimant within 14 days of the date of this judgment.

Employment Judge Ross

Date 21 March 2018

JUDGMENT SENT TO THE PARTIES ON
4 April 2018

FOR THE TRIBUNAL OFFICE

Note

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-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number: 2404370/2017

Name of case: Ms M Townsend v Mr A Edge and Mr N Coley
t/a Buxton Radio Taxis

The Employment Tribunals (Interest) Order 1990 provides that sums of money payable as a result of a judgment of an Employment Tribunal (excluding sums representing costs or expenses), shall carry interest where the full amount is not paid within 14 days after the day that the document containing the tribunal's written judgment is recorded as having been sent to parties. That day is known as "*the relevant decision day*". The date from which interest starts to accrue is called "*the calculation day*" and is the day immediately following the relevant decision day.

The rate of interest payable is that specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as "the stipulated rate of interest" and the rate applicable in your case is set out below.

The following information in respect of this case is provided by the Secretary of the Tribunals in accordance with the requirements of Article 12 of the Order:-

"the relevant decision day" is: 4 April 2018

"the calculation day" is: 5 April 2018

"the stipulated rate of interest" is: 8%

MR S ARTINGSTALL
For the Employment Tribunal Office