



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

**Miss Paula Blackman**

**v**

**Co-operative Group Limited**

**Heard at:** Watford

**On:** 19-20 June 2018

**Before:** Employment Judge Henry

**Members:** Ms N Kendrick

Mrs I Sood

## **Appearances**

**For the Claimant:** In Person

**For the Respondent:** Mr J England - Counsel

## **JUDGMENT**

The unanimous decision of the tribunal is that:

1. The claimant has not been discriminated against because of something arising in consequence of her disability, by:
  - 1.1. An absence of communication and/or support from the claimant's manager, Mr Haughton, during the period of absence leading to dismissal;
  - 1.2. A failure to take steps which might enable the claimant to return to work after her second visit to occupational health on the 1 June 2016;
  - 1.3. A failure to afford the claimant an opportunity to discuss a potential return to work were withdrawn by the claimant which claims are accordingly here dismissed, or
  - 1.4. When her employment was terminated on the 27 June 2016 for reasons of capability.
2. The claimant's claims are accordingly dismissed.

\_\_\_\_\_  
Employment Judge Henry

Date: 4 / 7 / 2018

Sent to the parties on: .....

.....  
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.