



## EMPLOYMENT TRIBUNALS

Claimant  
**Ms S Wright**

v

Respondent  
**OfficeTeam Limited**

### PRELIMINARY HEARING

**Heard at:** Hull **On:** 15, 16, 17 & 18 October 2018

**Before:** Employment Judge Rogerson

**Members:** Mr G Harker  
Mr G D Wareing

**Representation:**

**Claimant:** Ms A Davies, of Counsel

**Respondent:** Mr T Gosling, of Counsel

### JUDGMENT

1. The complaint of automatic unfair dismissal made pursuant to section 99 of the Employment Rights Act 1996 fails and is dismissed.
2. The complaint of pregnancy discrimination made pursuant to section 18 of the Equality Act 2010, fails and is dismissed.
3. The complaints of disability discrimination of
  - 3.1. Discrimination Arising from Disability made pursuant to section 15 of the Equality Act 2010 and
  - 3.2. A failure to make reasonable adjustments made pursuant to section 20 & 21 EA 2010fail and are dismissed.
4. Of the 10 complaints of detriment made pursuant to section 47C of the Employment Rights Act 1996 only 1 succeeds, which is the failure to carry out a risk assessment. The 9 other detriments complaints fail and are dismissed.
5. A remedy hearing is to be listed in relation to the successful complaint

**Employment Judge Rogerson**

Dated 26 October 2018

**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.