



EMPLOYMENT TRIBUNALS

Claimant: Mrs H Chadwick

Respondents: Agenda Management Services Ltd

Heard at: Leeds

On: 8 to 11, 14-15 May 2018

Before:

Employment Judge JM Wade

Mr T Downes

Mr K Lannaman

Representation

Claimant: In person

Respondent: Ms C Urquhart (counsel)

JUDGMENT

- 1 The claimant's complaint of indirect discrimination is dismissed having not been pursued through case management.
- 2 The claimant's complaint of a failure to make reasonable adjustments succeeds: from 11 May 2017 the respondent ought reasonably to have allowed paid time off to attend medical treatment and arranged that such absences would not result in any objective setting pursuant to its absence management procedure.
- 3 The claimant's complaints of acts of racial harassment and direct discrimination because of race do not succeed and are dismissed.
- 4 The claimant's complaint of constructive unfair dismissal is well founded and succeeds.
- 5 The respondent shall pay to the claimant by way of remedy the following sums, to which the recoupment regulations do not apply:

Basic Award:	£978
Compensatory Award	£2788.54
Injury to Feelings	£8000
Interest	£1280
Total	£13046.54

Employment Judge JM Wade

Date 15 May 2018

Notes

Summary reasons for the judgment having been given orally and a request for written reasons having been made, Rule 62 reasons will be typed and sent to the parties when approved.

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