



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

Respondent

Miss Patricia Murphy

AND

Northumberland County Council

JUDGMENT OF THE TRIBUNAL

Heard at: North Shields

On: 25 - 29 June 2018
and 2 July 2018

Before: Employment Judge A M Buchanan
Non Legal Members: Mr S Hunter and Mr E A Euers

Appearances

For the Claimant: Mr J Anderson of Counsel
For the Respondent: Ms K Jeram of Counsel

JUDGMENT

It is the unanimous Judgment of the Tribunal that:

1. The claim of discrimination by reason of a failure to make reasonable adjustments advanced pursuant to sections 20/21 and schedule 8 of the Equality Act 2010 ("the 2010 Act") succeeds in part.
2. The claim of discrimination arising from disability advanced pursuant to section 15 of the 2010 Act succeeds in part including the claim that the claimant was constructively dismissed for the purposes of section 39(2)(c) and section 39(7)(b) of the 2010 Act.
3. The claim of harassment advanced pursuant to section 26 of the 2010 Act succeeds in part.
4. The claim of victimisation advanced pursuant to section 27 of the 2010 Act fails and is dismissed.

5. The claim of unfair constructive dismissal for the purposes of sections 94/98 of the Employment Rights Act 1996 is well founded.

Employment Judge A M Buchanan

Date: 2 July 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.

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