



## EMPLOYMENT TRIBUNALS

**Claimant**

Ms M Harper

**Respondent**

The Humberside, Lincolnshire and  
North Yorkshire Community  
Rehabilitation Company

**Heard at:** Scarborough

**On:** 18, 19, 20, 22 November 2019

**Before:** Employment Judge Davies  
Mr G Corbett  
Miss Y Fisher

**Appearances**

**For the Claimant:**

Mr Weiss (counsel)

**For the Respondent:**

Ms E Banton (counsel)

## JUDGMENT

1. The Claimant's claims of failure to make reasonable adjustments for disability in 2016 and 2018, unfavourable treatment because of something arising in consequence of disability in respect of her dismissal, and unfair dismissal are well-founded and succeed.
2. The Claimant's claim of unfavourable treatment because of something arising in consequence of disability in respect of a threat to dismiss her is not well-founded and is dismissed.
3. The Claimant's claim of indirect disability discrimination is dismissed on withdrawal by the Claimant.
4. The Respondent shall pay the Claimant the following sums:

**Pre-termination losses**

4.1 Compensation for injury to feelings plus interest: **£18,613.15**

4.2 Compensation for failure to make reasonable adjustments plus interest:  
**£14,780.27**

**Losses arising on termination**

4.3 Compensation for injury to feelings plus interest: **£7,859.18**

4.4 Loss of earnings to date of hearing plus interest: **£21,270.67**

4.5 Future loss of earnings **£12,998.20**

4.6 Grossing up **£2,425.61**

**Total payable: £77,947.08**

**Case Number: 1809882/2018**

**Employment Judge Davies  
26 November 2019**