



# THE EMPLOYMENT TRIBUNAL

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**SITTING AT:** LONDON SOUTH

**BEFORE:** EMPLOYMENT JUDGE K ANDREWS

**MEMBERS:** Ms G Mitchell  
Mr M Marena

**BETWEEN:**

Ms L Willard	Claimant
and	
Saunders Lettings Ltd	Respondent

**ON:** 15 & 16 October 2020

**Appearances:**

**For the Claimant:** In person  
**For the Respondent:** Mr R Saunders, Managing Director

## **JUDGMENT**

The unanimous decision of the Tribunal is that:

1. The claims of discrimination arising from disability and breach of the duty to make reasonable adjustments fail.
2. The claimant was not wrongfully dismissed.
3. The claimant was unfairly dismissed. The respondent shall forthwith pay the sum of **£666** in compensation to the claimant calculated as follows:

Basic award: (6 x £444)	£2,664
reduced by 75% for contributory fault	<u>(£1,998)</u>
	£ 666

Compensatory award: nil  
(to reflect that claimant would have been  
fairly dismissed if a fair procedure  
had been followed)

Total: **£ 666**

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Employment Judge K Andrews  
Date: 19 October 2020

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.