



EMPLOYMENT TRIBUNALS

Claimant: Ms Hannah Beetwell

Respondents: Companion Care (Basildon) Limited

Heard: East London Hearing Centre (by cloud video platform)

On: 15 January 2020

Before: Employment Judge G Tobin

Appearances
For the claimant: In person
For the Respondent Mr P Gorasia (counsel)

JUDGMENT FOLLOWING PRELIMINARY HEARING (OPEN)

Upon hearing evidence from the claimant and Ms N Idowu for the respondent, and upon hearing submissions from both parties, the Employment Tribunal determines as follows:

1. At the relevant times, i.e. January 2020 to March 2020, the claimant was a disabled person under section 6 Equality Act 2010, in respect of her anxiety, attention deficit hyperactivity disorder and her dyspraxia.
2. At the relevant times, the respondent did not know that the claimant was a disabled person (under s6 Equality Act 2010), nor could the respondent reasonably have been expected to know of her disabilities.
3. The claimant's claims of discrimination arising from the claimant's disability, pursuant to s15 Equality Act 2010, and failure to make reasonable adjustments, in breach of s21 Equality Act 2010, cannot succeed and accordingly, proceedings are now dismissed.

Employment Judge G Tobin
Date: 18 January 2021