



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mrs DC Daley v

Optivo

(a Community Benefit Society registered pursuant to the Co-operative and Community Benefit Societies Act 2014 (Reg. No: 7561))

FINAL MERITS HEARING (CONDUCTED BY THE CLOUD VIDEO PLATFORM)

Heard at: **Birmingham**

On: **9 to 12 February 2021**

Before: **Employment Judge Perry, Mrs M Howard and Mr P Collier**

Appearances

For the Claimant: **in person**

For the Respondents: **Mr G Baker (counsel)**

JUDGMENT

1. The claimant was not discriminated against contrary to part 5 Equality Act 2010 and her complaints of direct, indirect discrimination and the failure to make reasonable adjustments pursuant to sections 13, 19 and 20-22 Equality Act 2010 are dismissed.
2. The claimant shall pay the costs of the respondent summarily assessed in the sum of £1,000.

Signed electronically by me

Employment Judge Perry

Dated: 12 February 2021

Notes

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.

The Employment Tribunal is required to maintain a register of all judgments and written reasons. The register must be accessible to the public. Shortly after a copy of all judgments and reasons are sent to the parties a copy will be published, in full, at www.gov.uk/employment-tribunal-decisions. The Employment Tribunal has no power to refuse to place a judgment or reasons on the online register, or to remove a judgment or reasons from the register once they have been placed there. If you consider that these documents should be anonymised in any way prior to publication, you will need to apply to the Employment Tribunal for an order to that effect under Rule 50 of the Employment Tribunal's Rules of Procedure. Such an application would need to be copied to all other parties for comment.