



EMPLOYMENT TRIBUNALS

Claimant: Ms J Chapman

Respondent: Carlisle Security Services Limited

Heard at: Manchester

On: 18, 19 and 20 January 2021

Before: Employment Judge Ross
Mrs D Radcliffe (CVP)
Ms L Hopley (CVP)

REPRESENTATION:

Claimant: In person
Respondent: Mr Z Malik, Solicitor

JUDGMENT

It is the unanimous judgment of the Tribunal that:

1. The claimant's claim that the respondent failed to make reasonable adjustments pursuant to section 20-21 Equality Act 2010 is well-founded and succeeds.
2. The claimant's claim that she was unfavourably treated by the respondent because of something arising in consequence of disability pursuant to section 15 Equality Act 2010 is well-founded and succeeds.
3. In the alternative, the claimant's claim that she was unfairly (constructively) dismissed pursuant to section 95 and section 98 of the Employment Rights Act 1996 is well-founded and succeeds.

4. Remedy is adjourned to **10.00am** on **8 March 2021**, with an estimated length of hearing of one day, to be heard by CVP.

Employment Judge Ross

Date: 25 January 2021

JUDGMENT SENT TO THE PARTIES ON
12 February 2021

FOR THE TRIBUNAL OFFICE

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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Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.