



## EMPLOYMENT TRIBUNALS

Claimant

Respondent

**Mrs JM Dale**

v

**Communis UK Ltd**

**Heard: BY CVP/In person hybrid**

**On: 29-31 March, 1 and 7 April 2021**

**Before:**

**Employment Judge JM Wade**

**Mrs L Anderson-Coe**

**Mr K Lannaman**

**Representation:**

**Claimant: In person/Mrs Peake (sister)**

**Respondent: Miss A Smith (counsel)**

This has been a hybrid hearing with the claimant and the respondent's counsel attending the Tribunal premises, and the respondent's witnesses and the Tribunal connecting remotely.

## JUDGMENT

- 1 The claimant's complaint of a failure to make reasonable adjustments succeeds in respect of events on 27 May 2019.
- 2 In other respects her allegations of contraventions of the Equality Act do not succeed.
- 3 The Tribunal makes no recommendations because recommendations sought by the claimant have been overtaken by events.
- 4 The Tribunal awards compensation in respect of Injury to Feelings of £4000.
- 5 The respondent shall further pay to the claimant interest (97 weeks' at 8%) of £596.92.
- 6 Any request for remedy issues to be further addressed at a hearing shall be made within fourteen days of this Judgment being sent.
- 7 The Tribunal will provide written reasons for its Judgment at paragraph 1 as soon as resources permit in light of an expected return to work.
- 8 The time limit for requesting full written reasons is extended to within fourteen days of the Tribunal sending the Paragraph 1 reasons above.
- 9 The awards at paragraphs 4 and 5 shall not be subject to deductions for tax and national insurance.

**Case Number: 1800405/2020 (V)**

Employment Judge JM Wade

7 April 2021

DATE: 9 APRIL 2021