



EMPLOYMENT TRIBUNALS

Claimant: Miss M McGuinness

Respondent: Keys PCE Limited

Heard at: Manchester (remotely, by CVP) **On:** 12, 13 and 14 April 2021

Before: Employment Judge Ross
Mr B Rowen
Mr N Williams

REPRESENTATION:

Claimant: In person
Respondent: Mr Mensah, Counsel

JUDGMENT

The judgment of the Tribunal is that:

1. The claimant's claim for unfair dismissal pursuant to section 98 Employment Rights Act 1996 is not well-founded and fails.
2. The claimant's claim for wrongful dismissal is not well-founded and fails.
3. The claimant's claim for direct discrimination pursuant to section 13 Equality Act 2010 is not well-founded and fails.
4. The claimant's claim pursuant to section 15 Equality Act 2010 that she was unfavourably treated when she was dismissed because of something arising in consequence of disability, namely her inability to drive and likely absence from work, is not well-founded and fails.

5. The claimant's claim for failure to make reasonable adjustments pursuant to sections 20-21 Equality Act 2010 is not well-founded and fails.

Employment Judge Ross

Date: 14 April 2021

JUDGMENT SENT TO THE PARTIES ON

21 April 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.

Public access to employment tribunal decisions

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.