



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss K Perkins

**Respondent:** Healthcare Resourcing Group Ltd

**Heard at:** Manchester (by CVP)

**On:** 2-3 June 2021

**Before:** Employment Judge Phil Allen  
Ms J Williamson  
Ms V Worthington

## REPRESENTATION:

**Claimant:** In person

**Respondent:** Ms C Barnard, Head of HR

# JUDGMENT

The unanimous judgment of the Tribunal is that:

1. The respondent did breach its duty to make reasonable adjustments where a physical feature placed the claimant at a substantial disadvantage in comparison with persons who were not disabled, during periods of July and August 2018, in breach of sections 20 and 21 of the Equality Act 2010.
2. The respondent did breach its duty to make reasonable adjustments where a provision criterion or practice placed the claimant at a substantial disadvantage in comparison with persons who were not disabled, during the period 8 May to 3 December 2018 in relation to on-call duties and care calls, in breach of sections 20 and 21 of the Equality Act 2010.

Employment Judge Phil Allen

3 June 2021

JUDGMENT SENT TO THE PARTIES ON

21 June 2021

FOR THE TRIBUNAL OFFICE

**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.

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