



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms E Dalby  
**Respondent:** Walden Enterprise Ltd  
**Heard by Cloud video** On: 28-29 June 2021  
**Before:** Employment Judge Reed  
**Representation**  
Claimant: Mr P Dalby, father  
Respondent: Mr M Hirst, director

## JUDGMENT

The unanimous judgment of the tribunal is that

- 1 The claimant was not unfairly dismissed
- 2 The respondent did not fail to make “reasonable adjustments” to avoid the disadvantages to which the claimant was put by reason of her disability
- 3 The respondent did not directly discriminate against the claimant by offering her fewer hours of work
- 4 The respondent failed to provide the claimant with a statement of principal terms of employment and the claimant is awarded four weeks’ pay, or £373.88

The majority judgment of the tribunal is that the respondent directly discriminated against the claimant by dismissing her

The unanimous judgment of the tribunal is that the claimant is made the following awards in relation to that unlawful act:

- a) £4,200 to represent financial loss
- b) £5,000 together with interest thereon of £566 to represent injury to feelings.

**Employment Judge Reed**  
**Date: 29 June 2021**

Judgment sent to the Parties: 08 July 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.