



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs C Schenk  
**Respondent:** Carson TM Limited

**Heard at:** Bristol Employment Tribunal (by CVP)

**On:** 6 to 8 September 2021

**Before:** Employment Judge J Bax

## Representation

**Claimant:** Mrs C Schenk (in person)  
**Respondent:** Mr N Wilkinson (director)

# JUDGMENT

1. The Respondent contravened section 39(2)(d) of the Equality Act 2010 and the Claimant succeeded in her claims of discrimination arising from disability/harassment in relation to the meetings on 8 and 26 January 2020, discrimination arising from disability in relation to the lack of a hearing in relation to her grievance appeal, and that the Respondent had failed to make reasonable adjustments.
2. All other claims of direct discrimination, discrimination arising from disability and harassment are dismissed.
3. The Claimant's claim that there had been an unlawful deduction from wages was not well founded and it was dismissed.

# REMEDY

1. The Respondent is ordered to pay the Claimant the sum of £7,500 for injury to feelings in respect of her claim of disability discrimination.
2. The Respondent is ordered to pay interest on the sum of £7,500 in the sum of £976.43
3. The total sum to be paid is £8,476.43.

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Employment Judge J Bax

Date **8 September 2021**

JUDGMENT SENT TO THE PARTIES ON  
28 September 2021  
By Mr J McCormick

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.