



EMPLOYMENT TRIBUNALS

Claimant: Miss L Roden
Respondent: Guy Bridger Ltd

Heard by Cloud video On: 31 August – 2 September 2021

Before: Employment Judge Reed
Members Mr E Beese
Mr H Launder

Representation
Claimant: In Person
Respondent: Mr G Hine, Solicitor

JUDGMENT

The unanimous Judgment of the Tribunal is that:

1. The respondent did not directly discriminate against the claimant on the ground of her disability.
2. The respondent did not fail to make “reasonable adjustments” for the claimant’s disability.
3. The respondent harassed the claimant by dismissing her but not otherwise.
4. The respondent unfairly dismissed the claimant.
5. The respondent breached the contract of the claimant by failing to give notice of dismissal.
6. The respondent failed to provide the claimant with a statement of principal terms of employment.
7. The following awards are made in favour of the claimant:

(a) Unfair dismissal

Basic award - £2,700

Compensatory award - £8,955.60 (to which the recoupment regulations do not apply).

(b) Harassment

Injury to feelings - £10,800 together with interest of £1,152.

(c) Notice

One month's net pay, or £1,750

(d) Failure to provide a statement of principal terms of employment

Two weeks' pay, or £900

8. There is no preparation time order.

Employment Judge Reed
Date: 2 September 2021

Judgment and reasons sent to parties: 6 October 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.