



# EMPLOYMENT TRIBUNALS

## BETWEEN

**Claimant**    **and**    **Respondents**

**Ms L-M Bridger**

**Belrose Limited (1)**  
**t/a Bluebird Care**

**Markel Law LLP (2)**

**Held at: Exeter by Video**

**On: 4,5,6,7 January 2022**

**Before: Employment Judge Smail**  
**Mrs C. Date**  
**Mr P. Bompas**

### **Appearances**

**Claimant:**    Mr A. Hodge (Counsel)  
**Respondent:**    Ms K. Reece (Employment Consultant)

## **JUDGMENT**

1. The Claimant's claims against the First Respondent of discrimination arising from disability, harassment relating to disability, and constructive unfair dismissal are well-founded.
2. The claim of disability discrimination in the form of a failure to make reasonable adjustments is dismissed upon withdrawal.
3. The remedy hearing is adjourned to 11am on Friday 14 January 2022. It will be heard by video.
4. The parties are to exchange skeleton arguments on remedy including spreadsheet calculations of compensation by 4pm on 11 January 2022.
5. The Second Respondent, Markel Law LLP, must pay wasted costs assessed as £2,250 plus VAT to the Claimant's solicitors within 21 days.

*Full oral reasons on liability were given to the parties at the Full Merits Hearing. If any party requires written reasons, they must apply to the Tribunal within 14 days of this Judgment having been sent to the parties.*

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Employment Judge Smail  
Date: 07 January 2022

Judgment sent to the parties on  
20 January 2022 By Mr J McCormick

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