



EMPLOYMENT TRIBUNALS

Claimant: Mrs H Gardner
Respondent: J. S. Bloor (Services) Limited

Heard at: Bristol Employment Tribunal

On: 4 to 7 April 2022

Before: Employment Judge J Bax
Mr E Beese
Mrs D England

Representation

Claimant: Miss A Chute (Counsel)
Respondent: Mr S Wyeth (Counsel)

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 and failure to make reasonable adjustments.
2. The claims of direct discrimination are dismissed.
3. The Respondent unfairly dismissed the Claimant, however there was a 50% chance that the Claimant would have been fairly dismissed if a fair procedure had been followed.
4. Directions for a remedy hearing are given by way of separate order.

Case No: 1406514/2020

Employment Judge J Bax
Date: **7 April 2022**

Judgment sent to parties: 25 April 2022

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.