



EMPLOYMENT TRIBUNALS

Claimant: Mrs Stephanie Nelson

Respondents: (1) Hoggies Food Ltd (in voluntary liquidation)
(2) Jane Chadwick

Heard at: Sheffield

On: 19-22 April 2022

Before: Employment Judge Maidment

Members: Ms M Cairns
Mr M Brewer

Representation

Claimant: In person

First Respondent: Did not attend

Second Respondent: Mr R McLean, Counsel

JUDGMENT

1. The claimant's complaints that her dismissal amounted to discrimination arising from disability and victimisation are well founded and succeed.
2. The claimant's complaint that the respondent failed to make a reasonable adjustment to alleviate her disadvantage resulting from a practice of tolerating the inappropriate behavior of her line manager is well founded and succeeds.
3. The claimant's remaining complaints of disability discrimination and victimisation fail and are dismissed.
4. As compensation for unlawful discrimination the first and second respondents are ordered to pay to the claimant the sum of £7,583.16 plus interest on the element of immediate loss in the sum of £325.76 and the sum of £18,000.00 in respect of injury to feelings plus interest in the sum of £1,827.69 (a total of £27,736.61)
5. The first respondent is ordered to pay to the claimant the additional sum of £644.16 pursuant to Section 38 of the Employment Act 2002 (failure to

provide written statement of particulars of employment).

6. The claimant's application for costs is refused.

Employment Judge Maidment

Date 26 April 2022

Note

Reasons for the judgment having been given orally at the hearing and written reasons having been requested by the respondent, such reasons shall be provided to the parties in due course.

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.