



EMPLOYMENT TRIBUNALS

Heard at: Plymouth **On:** 4 and 5 July 2022

Claimant: Mrs Alisson Nicholls

Respondent: Caretech Community Services Limited

Before: Employment Judge Fowell

Representation:

Claimant In Person

Respondent Ms Sarah Hornblower of counsel, instructed by Gregsons Solicitors

JUDGMENT

1. The following complaints are upheld:
 - a. discrimination arising from disability;
 - b. failure to make reasonable adjustments;
 - c. automatically unfair dismissal for asserting a statutory right;
 - d. wrongful dismissal.
2. The following complaints are dismissed:
 - a. direct disability discrimination;
 - b. automatically unfair dismissal for refusing to comply with a requirement imposed in contravention of the Working Time Regulations 1998;
 - c. breach of contract / Working Time Regulations 1998 in respect of holiday pay.
3. The claimant is awarded compensation in the total sum of **£18,212.00**

Employment Judge Fowell

Date: 06 July 2022

JUDGMENT SENT TO THE PARTIES ON

12 July 2022 by Miss J Hopes

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. An application for written reasons was made by the respondent at the hearing but withdrawn the following day.