



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs O Bakinson

**Respondent:** Advance Housing and Support

**Heard at:** East London Hearing Centre

**On:** 27-28 October 2022

**Before:** Employment Judge Norris  
**Members:** Ms W Blake-Ranken  
Ms J Isherwood

**Representation:**  
Claimant: Mr O Bakinson (Solicitor)  
Respondent: Ms A Rumble (Counsel)

## JUDGMENT

1. The Tribunal finds unanimously that:
  - a. The Respondent did not act unfairly in dismissing the Claimant.
  - b. The statutory duty to make reasonable adjustments did not arise.
2. Accordingly, the Claimant's claims of unfair dismissal and disability discrimination are not well-founded and are dismissed.

**Employment Judge Norris**  
**Date: 28 October 2022**