



EMPLOYMENT TRIBUNALS

Claimant: Ms A Lock

Respondent: Riatex Ltd

Heard at: Leicester Hearing Centre, 5a New Walk, Leicester, LE1 6TE

On: 31 October 2022

Before: Employment Judge Adkinson sitting alone

Appearances

For the claimant: Mr M Anastasiades, Solicitor

For the respondent: No attendance

JUDGMENT

UPON hearing from Mr M Anastasiades, Solicitor for the claimant,

AND UPON the respondent's response having been struck out on 8 July 2022 by order of Employment Judge Ahmed

AND UPON the respondent not applying to take part in proceedings and not attending today's hearing

AND UPON hearing the evidence from the claimant and considering the documents filed

AND for the reasons given at the hearing

IT IS DELCARED THAT the claimant was at all times relevant to this claim a disabled person within the meaning of the **Equality Act 2010** because of post-traumatic stress disorder, depression, anxiety and panic attacks

AND THE TRIBUNAL CONCLUDES AND ORDERS THAT

1. The claimant's claim that the respondent failed to make reasonable adjustments fails and is therefore dismissed,
2. The respondent directly discriminated against the claimant because of her disability and also discriminated against her for something arising from her disability. The respondent must therefore pay to the claimant the following:

Injury to feelings	£13,000.00
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Post-employment loss of earnings	
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From 27.11.2020 to 1.3.2021	£5,214.43
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From 1.3.2021 to 30.6.2021	£1,287.24
Pension contributions 23.11.2020 to 1.3.2021	£195.00
Interest on those sums at 8% per year from 23.11.2020 to 31.10.2022	£3,052.17
Total of the above	£22,748.84

AND THE TRIBUNAL FURTHER CONCLUDES AND ORDERS IN ADDITION THAT

3. the respondent failed to pay the claimant her holiday pay, and so must pay to her £541.80 gross, and
4. the respondent made unauthorised deductions from her wages and so must pay to her £1,846.16 gross.

Employment Judge Adkinson

Date: 31 October 2022

JUDGMENT SENT TO THE PARTIES ON

8 November 2022

FOR THE TRIBUNAL OFFICE

Notes

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.

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.