



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms Katrina Stobbs

**Respondent:** Commissioners For His Majesty's Revenue & Customs

**Heard at:** Newcastle Employment Tribunal

**On:** 28<sup>th</sup> November to 1<sup>st</sup> December 2022

**Before:** Employment Judge Sweeney  
Pam Wright  
Clare Hunter

**Appearances:** For the Claimant: David Robinson Young, counsel  
For the Respondent: Patrick Keith, counsel

## JUDGMENT

1. The complaint of failure to make reasonable adjustments is well founded and succeeds.
2. The complaint of discrimination because of something arising in consequence of disability is not well founded and is dismissed.
3. The Respondent is ordered to pay to the Claimant the compensation for injury to feelings of **£8,000** and interest thereon of **£515.51** (that figure having been agreed by counsel).
4. The total amount payable to the Claimant is: **£8,515.51**.
5. The Tribunal also makes the following recommendation under section 124(2)(c) Equality Act 2010:

**“By 23 December 2022, the Respondent provides a formal agreement in writing to the Claimant to permit her to work from home, requiring her to attend the office once a month, for as long as her current circumstances prevail but in any event to be reviewed no later than 5 years from then, in line with the**

**Respondent's policy at paragraph 44b of the Pay And Contract Reform ('PACR') agreement."**

Employment Judge **Sweeney**

---

Date: 2 December 2022

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.