



EMPLOYMENT TRIBUNALS

Claimant: Miss Hetti Price

Respondent: West Midlands Fire & Rescue Authority

Heard at: Birmingham

On: 13 February – 10 March 2023

Before: Employment Judge Meichen, Mr M Khan, Mr R Virdee **Appearances**

For the claimant: Ms Snocken, counsel

For the respondent: Mr Gidney, counsel

JUDGMENT

1. The claimant was unfairly dismissed by the respondent.
2. The claimant's dismissal was discrimination arising from disability.
3. The comments made by Emma Gardner on 22 April 2020 were harassment related to disability.
4. The other claims and allegations brought by the claimant fail and are dismissed.
5. A 50% Polkey reduction and a 10% uplift for failure to follow the ACAS code will be applied to the remedy award.

Employment Judge Meichen

13 March 2023

Reasons for the judgement 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.