



EMPLOYMENT TRIBUNALS

Claimant: Mrs M Raphael

Respondent: 1) Trentside Manor Care Limited
2) Mr T Dhadda
3) Mr P Dhadda

Heard at: Birmingham by CVP **On:** 21-29 March 2023

Before: Employment Judge Liz Ord
Member Mrs R Pelter
Member Mr J Sharma

Representation:

Claimant: Mr T Sheppard (Counsel)
Respondent: Mrs M Peckham (Solicitor)

JUDGMENT

The unanimous decision of the tribunal is:

1. The claimant's complaint of unfair dismissal is well-founded and succeeds.
2. The claimant's complaint of wrongful dismissal is well-founded and succeeds.
3. The claimant's complaint of disability discrimination under s15 of the Equality Act 2010 is well founded and succeeds.
4. The claimant's complaints of direct disability discrimination and direct age discrimination under s13 of the Equality Act 2010 are dismissed.

Employment Judge Liz Ord
30 March 2023

Notes

1. 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. If written reasons are provided, they will be displayed on the tribunal's online register of judgments, which is visible to internet searches.