



EMPLOYMENT TRIBUNALS

Claimant

Miss Rowan Harvey

v

Respondent

(1) Burger & Social (Shouldham Thorpe) Limited;
(2) Burger & Social (Norwich) Limited;
(3) Luke Fisher; and
(4) Adam Nobel

Heard at: Norwich (by CVP)
Before: Employment Judge Postle

On: 25 May 2023

Appearances:

For the Claimant: In Person

For the Respondent: No response entered, no representation

JUDGMENT on REMEDY

Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The Claimant satisfies the definition of disability pursuant to s.6 of the Equality Act 2010.
2. The Respondents failed to make reasonable adjustments in respect of the Claimant's disability.
3. The Claimant was victimised by being dismissed on 11 July 2022 for raising issues regarding her disability and a failure to make reasonable adjustments.
4. The First Respondents were in breach of contract for failing to pay the Claimant's notice pursuant to a termination letter of 11 July 2022 and are Ordered to pay damages to the Claimant in the sum of £1,610.00
5. The Claimant is awarded injury to feeling damages in the sum of £6,000.00. That award is made against Adam Nobel who is Ordered to pay the said sum of £6,000 to the Claimant.

Employment Judge Postle
Date: 12 July 2023

Sent to the parties on: 14 July 2023

For the Tribunal Office