



EMPLOYMENT TRIBUNALS

Claimant: Miss I M Phillips

Respondent: Futures Care Limited

Heard at: Bristol Employment Tribunal **On:** 3-6 July 2023

Before: Employment Judge Millard
Mrs L Simmonds
Mrs S Maidment

Representation

Claimant: In Person

Respondent: Mr Clarke (Consultant)

JUDGMENT

1. The Claimant's claim for direct disability discrimination is dismissed (S.13 Equality Act 2010).
2. The Claimant's claim for discrimination arising from disability is dismissed (S.15 Equality Act 2010).
3. The Claimant's claim for Indirect Disability Discrimination is dismissed (S.19 Equality Act 2010).
4. The Claimant's claim for a Failure to Make Reasonable Adjustments is dismissed (S.21 Equality Act 2010).
5. The Claimant's claim for Harassment is dismissed (Ss.26 & 40 Equality Act 2010).

Employment Judge Millard

Date: 6 July 2023

JUDGMENT SENT TO THE PARTIES ON
21st July 2023 by Miss J Hopes

FOR THE TRIBUNAL OFFICE