



EMPLOYMENT TRIBUNALS

Claimant: Mrs D Flanagan
Respondent: The Chief Constable of Essex Police
Heard at: East London Hearing Centre
On: 11, 12, 13, 14, 18, 19 & 20 July 2023
Before: Employment Judge S Povey
Members: Ms M Legg
Mr M Rowe

Representation

Claimant: In person
Respondent: Ms Winstone (Counsel)

JUDGMENT

The unanimous judgment of the Employment Tribunal is as follows:

1. The complaints of disability discrimination which occurred before 16 June 2020 were brought out of time. However, it is just and equitable to extend time and the Tribunal has jurisdiction to consider and determine them.
2. The complaints of direct disability discrimination are not made out and are dismissed.
3. The complaints of breaches of the duty to make reasonable adjustments are not made out and are dismissed.

Employment Judge S Povey
Date: 20 July 2023