



EMPLOYMENT TRIBUNALS (SCOTLAND)

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Case Number: 4101825/2023

Hearing held in Glasgow on 4, 6 and 7 September 2023

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Employment Judge M Whitcombe
Tribunal Member Mrs EA Farrell
Tribunal Member Mr AK Smith

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Mrs L J MacLeod

Claimant
Represented by:
Mr T McMurtrie
(Solicitor)

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**The Chief Constable of the
Police Service of Scotland**

Respondent
Represented by:
Mrs H Carmichael
(Solicitor)

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JUDGMENT

The unanimous judgment of the Tribunal is as follows.

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- (1) All of the complaints formed part of conduct extending over a period for the purposes of section 123(3)(a) of the Equality Act 2010, such that they were presented within the applicable time limit. The Employment Tribunal has jurisdiction to hear them.

(2) The respondent subjected the claimant to disability discrimination in the form of discrimination arising from disability and failures to make reasonable adjustments.

5 (3) By consent, all issues of remedy will be decided at a separate hearing.

(4) In a modification to the default time limit set by rule 77, any application for expenses must be made by no later than 28 days after the date on which this judgment is sent to the parties. All other time limits continue
10 to apply as normal.

(5) Oral reasons for these decisions were given on 7 September 2023 in the presence of the parties and/or their representatives.

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Employment Judge: M Whitcombe
Date of Judgment: 07 September 2023
Entered in register: 18 September 2023
and copied to parties

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