



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms O. Hughes

**Respondent:** Venture Futures Ltd

**Heard at:** Manchester

**On:** 9 October 2023

**Before:** Employment Judge Ross, Mrs C Titherington, Mr A Clarke.

## Representation

**Claimant:** Ms M Gold, claimant's mother.

**Respondent:** Not in attendance

# JUDGMENT

It is the unanimous Judgement of the tribunal :-

1. The claimant was a disabled person within the meaning of s6 Equality Act 2010 at the relevant time.
2. The Respondent unfavourably treated the claimant by removing shifts from her and causing her to resign, because of something arising in consequence of disability, pursuant to s15 Equality Act 2010.
3. By way of remedy, the Tribunal awards 10 weeks loss of earnings of £2,625 (£10.50 x 25 hours x 10 weeks), and an award for Injury to Feelings in the sum of £20,000.
4. Accordingly the sum of £ 22,625 is payable by the respondent to the claimant, within 14 days of the date of this Judgment

Employment Judge KM Ross

Date 9 October 2023

JUDGMENT SENT TO THE PARTIES ON

10 October 2023

FOR THE TRIBUNAL OFFICE

**Note**

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.

**Public access to employment tribunal decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.



## NOTICE

### THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **2406350/2022**

Name of case: **Miss O Hughes** v **Venture Futures Ltd**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

**the relevant decision day** in this case is: 10 October 2023

**the calculation day** in this case is: 11 October 2023

**the stipulated rate of interest** is: **8% per annum**.

For the Employment Tribunal Office