



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss L Reynolds

**Respondent:** Storage World Self Storage & Workplace LLP

**Heard at:** Manchester                      **On:** 15-18 August 2023

**Before:** Employment Judge Leach; Dr B Tirohl; Mr Q Colborn

## Representation

Claimant: Mr L Bronze (counsel)

Respondent: Mr J Middleton (solicitor).

# JUDGMENT

1. The claimant's complaint of discrimination arising from disability contrary to section 15 EQA succeeds in that:-
  - a. The claimant's absences (past and notified future) are things that arose in consequence of her disability
  - b. The claimant's dismissal on 7 July 2021 (particularly the date of that dismissal) was because of (within the terms of section 15) the notified future absences.
  
2. The claimant's complaints of:-
  - a. Direct discrimination (protected characteristic disability), contrary to section 13 EQA;
  - b. Indirect discrimination ( protected characteristic disability), contrary to section 19 EQA;
  - c. Failure to make reasonable adjustments, contrary to sections 20/21 EQA

do not succeed and are dismissed.

Employment Judge **Leach**

Date: 18 August 2023

JUDGMENT SENT TO THE PARTIES ON  
16 October 2023

FOR THE TRIBUNAL OFFICE

Notes

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.