



EMPLOYMENT TRIBUNALS

Claimant: Miss H Thomas

Respondent: T&R Direct Insurance Limited

Heard at: Southampton ET

On: 16, 17, 18, 19 October 2023

Before: Employment Judge Horder, Ms C Date, Mr K Sleeth

Appearances

For the Claimant: Unrepresented

For the Respondent: Mr A Williams, solicitor

JUDGMENT

The unanimous judgement of the Tribunal is that:

1. The Claimant was constructively dismissed and her dismissal was unfair.
2. The Claimant's claim of discrimination arising from disability (Equality Act 2010, section 15) is well founded and succeeds in respect of the allegations at paragraph 1 a, b, c, and f of the list of issues.
3. The Claimant's claim of harassment related to disability (Equality Act 2010, s.26) is well founded and succeeds in respect of allegations at paragraph 1 a, b, c, and f of the list of issues.

Employment Judge Horder

Date: 19 October 2023

Judgment sent to the Parties: 01 November 2023

For the Tribunal Office