



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss J. Walker

**Respondent:** London Borough of Bromley

**Heard at:** London South via CVP

**On:** 23 to 27 October 2023

**Before:**

**Employment Judge T.R. Smith**

**Mr W. Dixon**

**Mr S. Cockerton**

**Representation**

**Claimant:** In person (supported by her sister)

**Respondent:** Mr T. Lester (of counsel)

## JUDGMENT

1. The following complaints of a failure to make reasonable adjustments for disability are well-founded and succeed:-

- Providing the claimant with a specialised office chair in a timely manner. The said adjustment should have been made on or about the middle of May 2021.
- Reducing the claimant's hours of work whilst on duty. The said adjustment should have been made on or about 23 November 2020.

2.The remaining complaints of a failure to make reasonable adjustments for disability are not well-founded and are dismissed.

3.The respondent did not unreasonably fail to comply with the ACAS code of practice on disciplinary and grievance procedures 2015.

Employment Judge **T.R.Smith**

Date 27 October 2023

**Note**

Written reasons will not be provided unless 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**

All judgments (apart from those under rule 52) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.