



EMPLOYMENT TRIBUNALS

Claimant: Ms A Rodriguez

Respondent: Shuttercraft Limited T/A S:Craft

Heard at: Southampton **On:** 30 October – 1 November 2023

Before: Employment Judge Scott
Tribunal Member Collins
Tribunal Member Knight

Representation

Claimant: Mr Wilkinson (Counsel)

Respondent: Mrs Cook (HR representative)

JUDGMENT

1. The Respondent's defence to the claims of discrimination due to disability is struck out.
2. The Claimant's claim of direct discrimination on the grounds of disability between 9th November 2021 and 12th November 2021 inclusive succeeds.
3. The Claimant's claim of direct discrimination on the grounds of disability in relation to the extension of her probation is dismissed.
4. The Claimant's claim of discrimination arising from disability succeeds.
5. The Respondent must pay to the Claimant compensation for discrimination of **£21,721.23** calculated as follows;
 - a. £18,750 in respect of injury to feelings (inclusive of a 25% uplift as a result of a failure to follow the ACAS procedure.)
 - b. £2971.23 in interest calculated as follows: Interest of 8% applied from 9th November 2021, agreed as a period of 723 days.

Employment Judge Scott
Date: 1 November 2023

Case Number: 1401025/2022

Judgment sent to the Parties: 22 November 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 shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.