



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss J Burdge

**Respondent:** JCL UK Limited (R1)  
Mr B Laly (R2)  
Mrs P Laly (R3)  
Ms T Hannaford (R4)

**Heard at:** Southampton (CVP)

On: 25,26,27,28 September &  
25,26 and 27 October 2023

**Before:** Employment Judge Barton  
Dr Von Maydell-Koch  
Mr N Knight

## REPRESENTATION:

**Claimant:** Miss K Burdge (Mother of Claimant & lay representative)

**Respondent:** Mr G Graham (Counsel)

## JUDGMENT

The unanimous judgment of the Tribunal is as follows:

### **Failure to make reasonable adjustments for disability**

1. The complaint of failure to make reasonable adjustments for disability is not well-founded and is dismissed.

### **Harassment**

2. The complaint of harassment related to disability is not well-founded and is dismissed.

### **Direct discrimination**

3. The complaint of direct disability discrimination is not well-founded and is dismissed.

### **Discrimination arising from disability**

4. The complaint of discrimination arising from disability is not well-founded and is dismissed.

### **Constructive Unfair Dismissal**

5. The complaint of constructive unfair dismissal is not well-founded and is dismissed.

**Employment Judge Barton**

**Date: 12 November 2023**

Judgment sent to the parties: 01 December 2023

For the Tribunal

### **Note**

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

**Public access to employment tribunal decisions**

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