



EMPLOYMENT TRIBUNALS

Claimant

Respondent

X

Y

Heard at: London Central

On: 12 – 15 and 18 December 2023

Before: Employment Judge Lewis
Ms J Cameron
Ms S Plummer

Representation

For the Claimant: Represented herself

For the Respondent: Ms C. Musgrave-Cohen

JUDGMENT

The unanimous decision of the tribunal is that:

1. The respondent failed to make the reasonable adjustments of returning the claimant's workload and level of responsibility to the level they were at when she started her job.
2. For this, the tribunal awards **£21,051.74** calculated as follows:
 - a. £16,000 for injury to feelings
 - b. A 15% uplift (£2,400) for unreasonable failure to the ACAS Code on Disciplinary and Grievance Procedures in relation to the right to have a grievance appeal.
 - c. Interest at 8% from half way between 13 December 2021 and 18 December 2023 (1 March 2022 – 18 December 2023 = 658 days; a daily rate of £4.03 - £18,400 divided by 365 x 8%; £4.03 x 658 = £2,651.74 interest).

3. The claim for direct disability discrimination is not upheld.
4. The claim for disability-related harassment is not upheld.

Employment Judge Lewis
18/12/2023

Judgment and Reasons sent to the parties on:

18/12/2023

For the Tribunal Office