



EMPLOYMENT TRIBUNALS

Claimant: Mrs Harrington

Respondent: Scrivens Ltd

Heard at: Southampton (by CVP) **On: 4 October 2023**

Before: Employment Judge Scott
Tribunal Member Sinclair
Tribunal Member Knight

Representation

Claimant: In person

Respondent: Ms Whelan, Xpert Support

JUDGMENT

1. The Claimant's claim of direct discrimination (s13 Equality Act 2010) on the grounds of disability succeeds in part.
2. The Claimant's claim of discrimination arising from disability (s15 Equality Act 2010) succeeds in part.
3. The Claimant's claim of indirect discrimination (s19 Equality Act 2010) on the grounds of disability succeeds in part.
4. The Claimant's claim of a failure to make reasonable adjustments (s20 & s21 Equality Act 2010) is well founded and succeeds.
5. The Claimant's claim of disability related harassment (s26 Equality Act 2010) succeeds in part.
6. It is just and equitable for time to be extended for the filing of the claim form such that conduct from 4 January 2021 is within time, limited to the factual conduct which was not disputed.

Employment Judge Scott
Date: 18 December 2023

Judgment sent to the Parties on 09 January 2024

For the Tribunal Office

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