



EMPLOYMENT TRIBUNALS

Claimant: Ms M Ceriaco

Respondent: Hazelwell Care Home Ltd

Heard at: By CVP

On: 22nd to 24th January 2024

Before: Employment Judge Eeley
Mr R Cunningham
Mr Q Colborn

Representation

Claimant: In person

Respondent: Mr P O'Callaghan, counsel

JUDGMENT

1. The following complaints of unfavourable treatment because of something arising in consequence of disability are well-founded and succeed (section 15 Equality Act 2010):
 - a. The complaint that the claimant was dismissed on or about 4 March 2022.
2. The remaining complaints of unfavourable treatment because of something arising in consequence of disability are not well-founded and are dismissed.
3. The following complaints of failure to make reasonable adjustments for disability are well-founded and succeed (sections 20/21 Equality Act 2010):
 - a. From 7 November 2021 the respondent should have allowed the claimant to work reduced hours of 30 hours per week.
 - b. From 7 November 2021 the respondent should have provided the claimant with reduced hours of work.

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

Employment Judge Eeley

Date: 24 January 2024

JUDGMENT SENT TO THE PARTIES ON

Date: 31 January 2024

.....
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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>