



## EMPLOYMENT TRIBUNALS

**Claimant:** Ms Marie Johnson

**Respondent:** Bronzeshield Lifting Ltd

**Heard at:** London South Employment Tribunal

**On:** 29.01.2024

**Before:** Employment Judge Dyal, Mrs Foster-Norman and Miss Murphy

**Representation:**

**Claimant:** in person (supported by Mr Foster)

**Respondent:** Mr McNerney, Counsel

## JUDGMENT

1. The Claimant was unfairly (constructively) dismissed.
2. The complaint of direct disability discrimination, that the Respondent failed to take into account the fact that the claimant was going through the menopause in determining her flexible working request dated 4 July 2022, succeeds.
3. The Respondent did fail to give the Claimant all of the written particulars of employment that were required by law.
4. The complaints otherwise fail.
5. Remedy remains to be determined.

Employment Judge Dyal  
Date 31.01.2024

SENT TO THE PARTIES ON  
21<sup>st</sup> February 2024