



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss J Earle

**Respondent:** Wykenham-Hurford Sheppard & Son Limited

**HELD AT:** Croydon (remotely by video)      **ON:** 29-31 January 2024

**BEFORE:** Judge C Cowx sitting as a panel with  
Ms H Bharadia & Ms S Moores

## REPRESENTATION:

**Claimant:** Miss J Earle represented herself

**Respondent:** Ms E Saunters (the respondent's practice manager)  
represented the respondent

# JUDGMENT

1. The claimant's claim of direct disability discrimination contrary to Section 13 of the Equality Act 2010 was unfounded and was dismissed.
2. The claimant's claim of discrimination arising out of disability contrary to Section 15 of the Equality Act 2010 was unfounded and was dismissed.
3. The claimant's claim of failing to make reasonable adjustments for disability contrary to Sections 20 and 21 of the Equality Act 2010 was unfounded and was dismissed.
4. The claimant's three claims of harassment related to disability contrary to Section 26 of the Equality Act 2010 were unfounded and were dismissed.

5. On 23 December 2023 deposit orders were made by Employment Judge McCann against the claimant in regard to four of her claims. The claimant was ordered to deposit the sum of £10 in relation to each of those claims. Because those claims failed for substantially the same reasons as given in the deposit orders, it is ordered, pursuant to Section 39(5) of the Employment Tribunals Rules of Procedure, that those deposits be paid to the respondent because the claimant acted unreasonably in pursuing those particular claims.

Employment Judge Cowx

31 January 2024

JUDGMENT SENT TO THE PARTIES ON  
27<sup>th</sup> February 2024

FOR THE TRIBUNAL OFFICE

Notes

1. 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.
2. Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.