



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

Miss S Thomas

v

Elysium Healthcare Limited

**Heard at:** Cambridge Employment Tribunal

**On:** 12 and 14 February 2024 (delivery of Judgment)

**In Chambers:** 13 February 2024

**Before:** Employment Judge Tynan

**Members:** Mrs K Knapton and Ms S Blunden

**Appearances**

**For the Claimants:** In person

**For the Respondent:** Ms C Page, Counsel

## JUDGMENT

The Judgment of the Tribunal is as follows:

1. The Claimant's complaint that the Respondent discriminated against her contrary to sections 20 and 21 of the Equality Act 2010 succeeds in respect of the PCPs identified in paragraphs 3.2.1 and 3.2.3 of the List of Issues, insofar as the Respondent failed,
  - a. to offer the opportunity to the Claimant to be accompanied at the meeting on 2 June 2021; and
  - b. to keep Minutes of the meeting.
  
2. The Claimant's complaint that the Respondent discriminated against her contrary to section 15 of the Equality Act 2010 succeeds in respect of paragraph 2.1.3 of the List of Issues.

3. The Claimant's remaining complaints that she was discriminated against as a disabled person and her further complaint that she was unfairly constructively dismissed are not well founded and are dismissed.

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Employment Judge Tynan

Date: 19 February 2024

Sent to the parties on: 29/02/2024

For the Tribunal Office

Note:

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.

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**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 is likely to be payable in most but not all circumstances. 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/>