



EMPLOYMENT TRIBUNALS

Claimant: Ms A Paynter

Respondent: Chief Constable of Merseyside Police

HELD AT: Liverpool

ON: 18, 19, 20, 21 & 22
March 2024

BEFORE: Employment Judge Johnson

MEMBERS: Mr B Rowen
Mr P Dobson

REPRESENTATION:

Claimant: Mr C Millet (solicitor)
Respondent: Mr D Tinkler (counsel)
Ms S Williams (solicitor)

JUDGMENT

The judgment of the Tribunal is that:

- (1) The complaint of discrimination arising from a disability contrary to section 15 Equality Act 2010 is not well founded which means it is unsuccessful.
- (2) The complaint of harassment contrary to section 26 Equality Act 2010 is not well founded which means it is unsuccessful.
- (3) The complaint of victimisation contrary to section 27 Equality Act 2010 is not well founded which means it is unsuccessful.
- (4) The complaint of failure by the respondent in their duty to make reasonable adjustments contrary to sections 20 & 21 Equality Act 2010 is not well founded which means it is unsuccessful.
- (5) The complaint of constructive unfair dismissal brought under Part X Employment Rights Act 1996 is well founded which means that it is successful.

- (6) The successful complaint of constructive unfair dismissal will now be listed for a 1 day remedy hearing on a date to be confirmed to consider the quantification of loss. The parties will notify the Tribunal by 4pm on Friday 29 March 2024 of any dates to avoid so that the listing of this remedy hearing can take place.

Employment Judge Johnson

Date 22 March 2024

JUDGMENT SENT TO THE PARTIES ON

Date: 4 April 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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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/>