



EMPLOYMENT TRIBUNALS

Claimant

Mrs D Goodwin

v

Respondent

Luton Borough Council

Heard at: Cambridge Employment Tribunal

On: 2, 3, 4, 5 and 8 April 2024

In Chambers Discussions: 9 April 2024

Judgment Given: 10 April 2024

Before: Employment Judge Tynan

Members: Ms Susan Elizabeth and Mr Allan Chinn-Shaw

Appearances

For the Claimant: Mr J Frater, Consultant

For the Respondent: Mr S Harding, Counsel

JUDGMENT

1. The Claimant's complaints of harassment related to disability are well founded and succeed in respect of the following issues:
 - 1.1. Issue 16.7.1 – being laughed at by work colleagues on 3 September 2019 when the Claimant mistook what was said in the course of a meeting; and
 - 1.2. Issue 16.7.2 – being laughed at by work colleagues on 30 July 2019 when the Claimant could not return unaided to the office when it was raining because her walking stick was locked in her car;.
2. The following complaints of failure to make reasonable adjustments for disability are well founded and succeed:
 - 2.1. Issue 16.21.6 – the Respondent's refusal to permit the Claimant's direct reports to remind her if she failed to respond to emails; and
 - 2.2. Issue 16.23 – the Respondent's failure to take reasonable steps to provide the Claimant with Dragon or similar software.

3. The Claimant's remaining complaints that she was discriminated against by reason of disability are not well founded and are dismissed.

Employment Judge Tynan

Date: 12 April 2024

Sent to the parties on: 01/05/2024

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.

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 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/>