



EMPLOYMENT TRIBUNALS

Claimant: Miss T Kaye

Respondent: Triple Home Care Limited

Heard at: Norwich by CVP

On: 1, 2 and 3 May 2024

Before: Employment Judge M Warren

Members: Ms H Gunnell and Mr J Williams

Representation

Claimant: In person

Respondent: Mr L Varnam, counsel

JUDGMENT

1. The Claimant's claim that she was unfairly dismissed succeeds.
2. The Claimant's claim that she was discriminated against by reason of perceived disability fails and is dismissed.
3. The remedy to which the Claimant is entitled will be determined at a remedy hearing to be heard by CVP with a time estimate of 1 day to commence at 10:00 on **2 October 2024**.

Employment Judge M Warren

Date 7 May 2024

JUDGMENT SENT TO THE PARTIES ON
20 June 2024

FOR THE TRIBUNAL OFFICE

Notes

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 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/>