



EMPLOYMENT TRIBUNALS

Claimant: Ms S Kauser

Respondent: Inaaya Solicitors Limited

HELD AT: Manchester Employment
Tribunal, Alexandra House

ON: 28, 29, 30, 31 May
and 3 June 2024

BEFORE: Employment Judge Ficklin
Ms E Cadbury
Mr D Wilson

REPRESENTATION:

Claimant: In person

Respondents: Mr Williams, solicitor

JUDGMENT

1. The claimant's claim to have been unfairly dismissed under s.98 of the Employment Rights Act 1996 is well-founded and succeeds.
2. The claimant's claim that she was subjected to detriment as a part-time worker under the Part-Time Workers (Protection from Less Favourable Treatment) Regulations 2000 is well-founded and succeeds.
3. The claimant's claim that she was discriminated against for having a disability under s. 15 of the Equality Act 2010 is well-founded and succeeds.
4. The claimant's claim that she was indirectly discriminated against for having a disability under s. 19 of the Equality Act 2010 is well-founded and succeeds.
5. The claimant's claim that the respondent failed to make reasonable adjustments for her disability under s. 20-21 of the Equality Act 2010 is well-founded and succeeds.
6. The claimant's claim that she was discriminated against for pregnancy or maternity under s. 18 of the Equality Act 2010 is not well-founded and is dismissed.

7. The claimant's claim that she was indirectly discriminated against on grounds of her sex under s. 19 of the Equality Act 2010 is not well-founded and is dismissed.

Employment Judge Ficklin

3 June 2024

SENT TO THE PARTIES ON

14 June 2024

FOR THE TRIBUNAL OFFICE

Notes:

(1) Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party makes a request in writing within 14 days of the date on which this judgment is sent to the parties. If written reasons are provided, they will be entered onto the tribunal's online register, which is visible to internet searches.