



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs S L Gray

**Respondent:** Creative Crafting World Limited

**Heard at:** Leicester (remotely via CVP)

**On:** 21, 24, 25, and  
27 June 2024 (26 June 2024  
in Chambers)

**Before:** Employment Judge Welch  
Mr K Rose  
Ms K McLeod

## REPRESENTATION:

**Claimant:** Mr R Winspear, Counsel

**Respondent:** Ms H Suleman, Solicitor

## JUDGMENT

The unanimous judgment of the Tribunal is as follows:

### **Unfair dismissal (constructive)**

1. The complaint of unfair dismissal is not well-founded and is dismissed.

### **Discrimination arising from disability**

2. The complaint of discrimination arising from disability is not well-founded and is dismissed.

### **Failure to make reasonable adjustments for disability**

3. The complaint of failure to make reasonable adjustments for disability is not well-founded and is dismissed.

**Employment Judge Welch**  
**27 June 2024**

Judgment sent to the parties on:

.....  
For the Tribunal:

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**Note**

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

**Public access to employment tribunal decisions**

Judgments (apart from judgments under rule 52) and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.