



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs K Colley

**Respondent:** Attis Insurance Brokers Ltd

**Heard at:** Hull

**On:** 9 July 2024

**Before:** Employment Judge Maidment

**Members:** Ms J Hiser

Mr K Lannaman

## Representation

**Claimant:** In person

**Respondent:** Miss N Twine, Counsel

# JUDGMENT

1. On the respondent's admission of liability, the claimant's complaints of discrimination arising from disability in respect of her dismissal and that the respondent failed to make reasonable adjustments (by not seeking to put in place a phased return to work and by not delaying consideration of dismissal) are well founded and succeed.
2. As compensation such unlawful discrimination, the respondent is ordered to pay to the claimant the sum of £2,801.06 (plus the additional sum of £163.40 as interest thereon) in respect of immediate financial loss and the sum of £1,451.78 in respect of future financial loss. As compensation for injury to feelings, the respondent is ordered to pay to the claimant the sum of £22,450 together with an additional sum of £2,619.17 as interest accrued thereon. That amounts to a total award of £29,485.41.
3. The claimant's complaint of direct disability discrimination and all additional complaints of discrimination are dismissed upon the claimant's withdrawal of them.

**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](http://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/>