



EMPLOYMENT TRIBUNALS

Claimant: Ms L Olley
Respondent: Uniform 7 Limited
Heard at: East London Hearing Centre
On: 9, 10, 11 and 12 July 2024
Before: Employment Judge W A Allen KC
Members: Ms M Daniels
Ms A Smith

Appearances

For the claimant: Mr Quickfall (counsel)
For the respondent: Mr Williams (counsel)

JUDGMENT

1. The Claims for automatic unfair dismissal under s100(1)(c) and 100(1)(d) fail and are dismissed.
2. The Claim for wrongful dismissal succeeds.
3. The Claims for direct disability discrimination; and discrimination arising from disability fail and are dismissed.
4. The claim for harassment succeeds but only in respect of part of the raising of communication difficulties on 28 June 2022 – namely the queries about a communication barrier – which is unwanted conduct related to autism which had the (reasonable) effect of creating a humiliating environment for C.

Remedy

5. The Respondent is ordered to pay to the Claimant:
 - 5.1 1 week of pay in lieu of notice totalling £180 gross
 - 5.2 12.5% of 1 year of pay flowing from the harassment totalling £1,310.40 including interest.
 - 5.3 Injury to feelings award of £2,320 including interest.

TOTAL £3810.40

Useful information

1. All judgments (apart from judgments under Rule 52) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.
2. Reasons for this 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.
3. There is information about Employment Tribunal procedures, including case management and preparation, compensation for injury to feelings, and pension loss, here: <https://www.judiciary.uk/publications/employment-rules-and-legislation-practice-directions/>
4. The Employment Tribunals Rules of Procedure are here: <https://www.gov.uk/government/publications/employment-tribunal-procedure-rules>
5. You can appeal to the Employment Appeal Tribunal if you think a legal mistake was made in an Employment Tribunal decision. There is more information here: <https://www.gov.uk/appeal-employment-appeal-tribunal>

Employment Judge A Allen KC
Dated: 12 July 2024