



EMPLOYMENT TRIBUNALS

Claimant: Z

Respondent: HRS Family Law Solicitors Limited

Heard at: Birmingham

On: 8 to 19 July 2024

Before: Employment Judge Edmonds
Mr D Spencer
Dr G Hammersley

Representation

Claimant: In person

Respondent: Mr A MacMillan, counsel

JUDGMENT

Please note that there is an Anonymity Order and Restricted Reporting Order in place in respect of these proceedings, which were amended during the course of the hearing with the final version being dated 22 July 2024.

On a unanimous basis the Tribunal concludes that:

1. The complaint of unfair (constructive) dismissal is not well-founded. The claimant was not unfairly dismissed.
2. The complaint of breach of contract is not well-founded and is dismissed.
3. The complaint of failure to make reasonable adjustments for disability is well-founded and succeeds in relation to the period from 26 May 2022 in respect of:
 - a. A failure to reduce the claimant's workload;
 - b. A failure to consider removing supervisory responsibility from the claimant's role.

The complaint of failure to make reasonable adjustments does not succeed in relation to allegations relating to the period prior to 26 May 2022, and/or in relation to allegations regarding an alleged failure to reduce the need to attend in person and remote hearings or to transfer files to colleagues.

On a majority basis the Tribunal concludes that:

4. The complaint of unfavourable treatment because of something arising in consequence of disability is well-founded and succeeds.
5. A remedy hearing will take place on **21 and 22 November 2024**.

Employment Judge Edmonds

Date: 22 July 2024

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/>