



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs E Bell

**Respondent:** Pier (UK) Limited

**Heard at:** Manchester Employment  
Tribunal in person

**On:** 15, 16 and 17 July  
2024

**Before:** Employment Judge Dennehy  
Mrs V Worthington  
Mr D Wilson

## REPRESENTATION:

**Claimant:** Mr Jason Searle (Counsel)

**Respondent:** Mr Mark Ramsbottom (Consultant)

# JUDGMENT

The unanimous decision of the Tribunal is:

1. The claimant's claim of victimisation is withdrawn by consent.
2. The claimant's claim of indirect discrimination on the grounds of her disability S19 of the Equality Act 2010 is well founded and succeeds;
3. The claimant's claim for failure to make reasonable adjustments S20 (1)(3) and (6) of the Equality Act 2010 is well founded and succeeds;
4. The claimant's claim of discrimination arising from a disability S15 of the Equality Act 2010 is well founded and succeeds;
5. The claimant's claim of Harassment under S26 of the Equality Act 2010 is well founded and succeeds;
6. The claimant's claim of constructive unfair dismissal S 94 and 95 of the Employment Rights Act 1996 is well founded and succeeds;
7. A remedy hearing has been set for one day on **Thursday 14 November 2024** in person at Manchester Tribunal starting at 10am.

Employment Judge Dennehy  
Date 17 July 2024

JUDGMENT SENT TO THE PARTIES ON  
23 July 2024

FOR THE TRIBUNAL OFFICE

#### 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/>