



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms Susan Newby  
**1<sup>st</sup> Respondent:** John Nicholls Ltd  
**2<sup>nd</sup> Respondent:** Whites Cleaning Company Ltd

**Heard at:** Midlands West Employment Tribunal

**On:** 15<sup>th</sup>-16<sup>th</sup> July 2024 (by CVP)

**Before:** Employment Judge Gidney,  
Ms Mira Gola  
Ms Linda Clark

## Appearances

**For the Claimant:** Not attending.  
**For 1<sup>st</sup> Respondent:** Not attending  
**For the Respondents:** Mr Jagpal, Consultant

# JUDGMENT

The Judgment of the Tribunal is that:

1. The claim of unfair dismissal and disability discrimination against 1<sup>st</sup> Respondent is dismissed;
2. The claim of disability discrimination against 2<sup>nd</sup> Respondent is dismissed;
3. The claim of unfair dismissal against the 2<sup>nd</sup> Respondent is upheld.
4. Remedy for unfair dismissal against the 2<sup>nd</sup> Respondent is assessed in the sum of £1,606.09.

**Employment Judge Gidney**

16<sup>th</sup> 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](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/>