



EMPLOYMENT TRIBUNALS

Claimant: Miss R Skalska

Respondent: CS Three Counties

Heard at: Reading **On:** 12, 13, 16 September 2024

Before: Employment Judge Shastri-Hurst
Miss A Crosby
Dr C Whitehouse

Representation

Claimant: in person

Respondent: Mr I MacCormick (company director)

JUDGMENT

1. The claim of unfair dismissal is well-founded and succeeds.
2. The claim of discrimination arising from disability is well-founded and succeeds.
3. There will be no percentage reduction to the compensatory award regarding what would have happened if the procedure had been fair.
4. The claimant caused or contributed to the dismissal by blameworthy conduct and it is just and equitable to reduce the compensatory award payable to the claimant by 15%.

Employment Judge Shastri-Hurst

Date: 17/9/2024

JUDGMENT SENT TO THE PARTIES ON
25/9/2024

N Gotecha - 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 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/>