



EMPLOYMENT TRIBUNALS

Claimant

Respondent

A

v Boots Opticians Professional Services Limited

Heard at: **Birmingham**
(by video)

On: **15, 16, 18, 19, 22 May 2023,**
12 July 2023,
13 July 2023 (in chambers),
14 July 2023

Before: **Employment Judge Kenward**
Mrs D Hill
Mr C Ledbury

Appearances

For the Claimant: **in person**
For the Respondent **Ms P Leonard, Counsel**

JUDGMENT

The complaints of the Claimant are not well-founded and are dismissed, namely her complaints set out below.

- (1) Unfair dismissal (Employment Rights Act 1996 sections 98 and 111).
- (2) Wrongful dismissal (breach of contractual entitlement to notice of dismissal).
- (3) Automatically unfair dismissal by reason of having made a protected disclosure (Employment Rights Act 1996 sections 94, 103A and 111).
- (4) Victimisation by being subjected to detriment by reason of having made protected disclosure (Employment Rights Act 1996 section 47B).
- (5) Direct disability discrimination (Equality Act 2010 section 13).
- (6) Discrimination arising from disability (Equality Act 2010 section 15).
- (7) Failure to make reasonable adjustments (Equality Act 2010 sections 20 and 21).
- (8) Victimisation (Equality Act 2010 section 27).
- (9) Non-payment of redundancy payment (Employment Rights Act 1996 sections 135 and 164).



(10) Unauthorised deductions from wages (including statutory sick pay and notice pay) (Employment Rights Act 1996 sections 13 and 23).

(11) Unpaid holiday pay (Working Time Regulations 1996 regulations 13, 13A and 30).

Employment Judge Kenward

15 April 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.

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