



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 8000034/2024

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**Held in Inverness on 17, 18, 19, 20 and 21 June 2024
(and in chambers on 24 June 2024 and 12 August 2024 (am))
Also held in Edinburgh on 12 August 2024 (hybrid hearing)**

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**Employment Judge B Beyzade
Tribunal Member J Lindsay
Tribunal Member R Henderson**

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Mrs. Sharon Mellis

**Claimant
Represented by:
In person**

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The Highland Council

**Respondent
Represented by:
Ms Louise Usher,
Solicitor**

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JUDGMENT OF THE EMPLOYMENT TRIBUNAL

1. The unanimous judgment of the Tribunal is that:

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1.1. The claimant's complaint of unfair dismissal is not-well founded, and it is hereby dismissed.

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1.2. The claimant's complaint of discrimination arising from disability pursuant to section 15 of the Equality Act 2010 is not well founded and it is hereby dismissed.

1.3. The claimant's complaints of failure to make reasonable adjustments pursuant to sections 20 and 21 of the Equality Act 2010 are not well founded and they are hereby dismissed.

1.4. The claimant's complaints of victimisation pursuant to section 27 of the Equality Act 2010 are not-well founded and they are hereby dismissed.

1.5. The claimant's application dated 25 June 2024 is dismissed, the claimant having confirmed that the application is not pursued.

**Employment Judge: B Beyzade
Date of Judgment: 12 August 2024
Entered in register: 13 August 2024
and copied to parties**

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/>

I confirm that this is my judgment or order in the case of Mrs Sharon Mellis v The Highland Council 8000034/2024 and that I have signed the order by electronic signature.