



EMPLOYMENT TRIBUNALS

Claimant: Miss G L Lawson

Respondent: Fresh Haven Healthcare Limited

Heard at: Bristol ET **On:** 21, 22, 23, and 24 October 2024

Before: Employment Judge G. King

Representation

For the Claimant: Mr G. Ridgeway

For the Respondent: In person

JUDGMENT

1. The Claimant's claims of direct discrimination on the grounds of disability (s.13 Equality Act 2010) are not well founded and are dismissed.
2. The Claimant's claims of discrimination arising from disability (s.15 Equality Act 2010) are not well founded and are dismissed.
3. The Claimant's claims in respect of failure to make reasonable adjustments (ss.20 and 21 Equality Act 2010) are not well founded and are dismissed.
4. The Claimant's claims of harassment on the grounds of disability (s.26 Equality Act 2010) are not well founded and are dismissed.
5. The Claimant's claim of discriminatory constructive dismissal is not well founded and is dismissed.
6. The Claimant's claims in respect of itemised pay statements (s. 8, 11 and 12 Employment Rights Act 1996) are not well founded and are dismissed.

Employment Judge G. King

Date: 24 October 2024

JUDGMENT SENT TO THE PARTIES ON
5 November 2024

Jade Lobb
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/>