



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss J Smallridge

**Respondent:** Walsall Council

**Heard at:** Midlands West Employment Tribunal, Centre City Tower, 5-7 Hill Street, Birmingham, B5 4UU

**On:** 13<sup>th</sup> February 2025

**Before:** Employment Judge Bennett  
Mr D McIntosh  
Ms M Stewart MBE

## Representation

**Claimant:** In Person

**Respondent:** Mr M Kelly (Solicitor)  
Ms W Miller (Counsel)

# JUDGMENT

The unanimous judgment of the Tribunal is that:

1. The Claimant was not unfairly dismissed by the Respondent and the Claimant's claim of unfair dismissal is dismissed.
2. The Respondent did not fail to make reasonable adjustments for disability pursuant to sections 20 and 21 Equality Act 2010 in respect of the following, and the complaint is dismissed:
  1. Failing to provide monthly welfare meetings
  2. Not electronically recording meetings
  3. Allowing meetings to exceed 30 minutes.

**Employment Judge Bennett**  
14<sup>th</sup> February 2025

## 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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

[www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/](http://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/)