



EMPLOYMENT TRIBUNALS

Claimant: Miss Clair-Louise Harris

Respondent: Wave Multi-Academy Trust

Heard at: Exeter Employment Tribunal (by video)

On: 27, 28, 29, 30 January 2025

Before: Employment Judge Volkmer
Tribunal Member Blake
Tribunal Member Fellows

Representation

Claimant: in person

Respondent: Mr Holland, counsel

JUDGMENT

1. The complaint of unfair dismissal is well-founded and is upheld.
2. The complaint of discrimination arising from disability is well-founded and is upheld.
3. The complaint of indirect discrimination in relation to phased return is well-founded and is upheld.
4. The remaining indirect discrimination complaints are dismissed.
5. The complaints of a failure to make reasonable adjustments are upheld in relation to phased return and allocated breaks.

6. The remaining complaints of a failure to make reasonable adjustments are dismissed.
7. Remedy will be determined at a separate hearing.

Employment Judge Volkmer

31 January 2025

SENT TO THE PARTIES ON

19 February 2025

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/>