



EMPLOYMENT TRIBUNALS

Claimant: Mrs L. Hedley-Mansfield

Respondent: Essex County Council

Heard at: East London Hearing Centre, in person, apart from Day 1 hybrid) and Day 5 (CVP)

On: 4 – 7 and 10 February 2025

Before: Employment Judge Massarella
Members: Mrs B. Saund
Ms J. Houzer

Representation

Claimant: Mr P. Mansfield (the Claimant's husband)
Respondent: Mrs J. Smeaton (Counsel)

JUDGMENT

The judgment of the Tribunal is that: -

1. by consent, the Claimant's claim in relation to payment for accrued, but untaken, holiday succeeds; the parties agree that the gross amount owed is £346.21, that the Respondent shall deduct any tax and national insurance at source from that sum and shall pay the balance to the Claimant, plus interest on the net figure at 8%;
2. the Claimant's claim of victimisation (Issue 21(a)) is dismissed on withdrawal;
3. the Respondent concedes that the Claimant was a disabled person at all material times;
4. the Claimant's claims of direct disability discrimination (Issues 4(a) and 4(b)), harassment related to disability (Issue 15(a)) and failure to make reasonable adjustments (Issue 9(b)) are dismissed: they are not well-founded; and the Tribunal lacks jurisdiction in relation to them, because they were presented out of time and it is not just and equitable to extend time;

5. **the Claimant's claims of harassment related to disability (Issue 15(b)) and failure to make reasonable adjustments (Issue 9(a)) are dismissed because they are not well-founded.**

Employment Judge Massarella
Date: 10 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.

Public access to employment tribunal decisions

Judgments (apart for judgments under Rule 51) 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/>