



EMPLOYMENT TRIBUNALS

Claimant: Miss Tyrell

Respondent: Secretary of State for Justice

Heard at: London South (by CVP) **On:** 10-14 March 2025

Before: Employment Judge Hart, Ms Thompson and Ms Whitlam

Representation:

For the claimant: Representing herself

For the respondent: Mr Kirk (Counsel)

JUDGMENT

The unanimous Judgment of the Tribunal is that:

1. The complaints of direct disability discrimination are not well-founded and are **dismissed**.
2. The complaint that being issued with a first written warning on 9 March 2023 (backdated to December 2022) was unfavourable treatment because of something arising in consequence of disability is not well-founded and is **dismissed**.
3. The complaint that being issued with a final written warning on 19 October 2023 was unfavourable treatment because of something arising in consequence of disability is well-founded and **succeeds**.
3. The complaints of failure to make reasonable adjustments for disability are not well-founded and are **dismissed**.

This Judgment has been approved by:

Employment Judge **HART**

Date: 19 March 2025

Sent to the parties on

Date: 20 March 2025

Note

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/>