



# EMPLOYMENT TRIBUNALS

**Claimant:** Laura Jenkins

**Respondent:** Capital Recruitment Group Limited

**Heard at:** Liverpool (in person and by CVP in public)

**On:** 1, 2, 3 & 4 April 2025

**Before:** Employment Judge Shotter

## Appearances

For the claimant: In person and on day 3 and 4 supported by Mr Jenkins, Father.

For the respondent: Mrs A Acheampong, Legal Consultant

## JUDGMENT

The judgment of the Tribunal is that:

1. The claimant was not treated less favourably because of something arising in consequence of her disability, and her claims of discrimination arising from disability brought under section 15 of the Equality Act 2010 in relation to the claimant being told she was “let go” and the requirement not to return to work on phased breaks are dismissed.
2. The claimant was treated less favourably because of something arising in consequence of her disability in relation to the requirement not to take additional breaks. The less favourable treatment was objectively justified and the claim brought under section 15 of the Equality Act 2010 is dismissed.
3. The respondent was not in breach of its duty to make reasonable adjustments under section 20-21 of the Equality Act 2010 and the claimant’s claim is dismissed.

Employment Judge Shotter

4.4.25

JUDGMENT SENT TO THE PARTIES ON

23 April 2025

FOR THE SECRETARY OF THE TRIBUNALS

**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](https://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/>