



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss C Clifton-Scales

**Respondent:** DHL International (UK) Limited

**Heard at:** Nottingham

**On:** 22, 23, 24 & 25 April 2025

**Before:** Employment Judge Smith  
Mrs J Rawlins  
Mr C Goldson

## Appearances

**For the Claimant:** In person

**For the Respondent:** Mr R Dunn of Counsel

## JUDGMENT

**Made pursuant to the Employment Tribunal Procedure Rules 2024**

The unanimous judgment of the Tribunal is that:

1. It is declared that in dismissing the Claimant the Respondent unlawfully discriminated against her because of something arising from disability, pursuant to section 15 of the Equality Act 2010.
2. It is declared that in relation to the Respondent's practice of requiring employees to attend meetings within its disciplinary process without the advance provision of the questions to be asked of them, the Respondent discriminated against the Claimant pursuant to section 21(2) of the Equality Act 2010 in its failure to comply with its legal duty to make reasonable adjustments for the Claimant, pursuant to section 20(3).
3. The Claimant's other claims of a failure to make reasonable adjustments are dismissed.
4. The Claimant's claim of unfair dismissal is well-founded.

Employment Judge Smith

Date: 28 April 2025

JUDGMENT SENT TO THE  
PARTIES ON

...01 May 2025.....

AND ENTERED IN THE REGISTER

.....

FOR SECRETARY OF THE  
TRIBUNALS

**Reasons having been given orally at the hearing, written reasons will not be provided unless they were asked for at the hearing or are requested in writing within 14 days of the date of this judgment being sent to the parties.**