



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs. S. Brinton

**Respondent:** Country Cousins Homecare Agencies Limited

**Heard at:** London South Employment Tribunal (via CVP video conference)

**On:** 24<sup>th</sup> to 26<sup>th</sup> February 2025 and 3<sup>rd</sup> March 2025; 17<sup>th</sup> March 2025  
(delivery of oral judgment).

**Before:** Employment Judge Sudra  
Sitting with non-legal members, Mr. W. Dixon and Mr. C. Wilby

**Appearances:**

Claimant: Miss. Phumaphi of Counsel

Respondent: Mr. Heard of Counsel

*(References in the form [XX] are to page numbers in the Hearing bundle. References in the form [XX,para.X] are to the paragraph of the named witness' witness statement)*

## JUDGMENT

The unanimous decision of the Tribunal is that the Claimant's complaints of,

- (i) Public Interest disclosure detriment is not well founded and is dismissed.
- (ii) Public interest disclosure automatic constructive unfair dismissal is not well founded and is dismissed.

- (iii) Failure to make reasonable adjustments is well founded, but fails for want of jurisdiction as it is out of time and it would not be just and equitable to extend time. Therefore, this claim is dismissed.
- (iv) Indirect disability discrimination is not well founded and is dismissed.

---

**Employment Judge Sudra**

**Date: 17<sup>th</sup> MARCH 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 and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.