



EMPLOYMENT TRIBUNALS

Wales (Wrexham County and Family Court)

10th June 2025 (video)

Claimant: Hayley Warner

Respondent: Elite Wine Refrigeration Ltd

Before: Judge M Aspinall (sitting alone as an Employment Judge)

Appearances: Mrs H Warner, in person (supported by Mrs A Warner as McKenzie Friend)
Mr S Tibbitts, Counsel for the Respondent

Judgment

The judgment of the Employment Tribunal is that:

1. The Respondent's application for an extension of time to present its response is refused.
2. Pursuant to Rule 22 of the Employment Tribunals Rules of Procedure 2024, judgment is entered for the Claimant in respect of liability for:
 - a. Constructive unfair dismissal; and
 - b. Disability discrimination.
3. The issue of remedy is adjourned to a separate hearing, the date of which will be notified to the parties in due course.

APPROVED
Judge M Aspinall
Tuesday, 10th June 2025

ISSUED by THE TRIBUNAL

DATE: 26 June 2025

SIGNED: Kacey O'Brien
For the Tribunal

Recording and transcription: Where 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, verified or approved by a Judge. More information can be found online in the Joint Presidential Practice Direction on Recording and Transcription of hearings, and in the accompanying guidance. Both can be found at www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions

Written reasons: Reasons for the judgment having been given orally at the hearing, full written reasons will not be provided unless a request was made by either party at the hearing, or a written request is received - by the Tribunal - from either party within 14 days of

the date on which this written record of the decision is sent/issued.

Publication and public access to judgments and decisions: *Judgments, decisions and reasons of Employment Tribunals are published in full shortly after the judgment or decision has been sent to the parties in the case. These can be found at www.gov.uk/employment-tribunal-decisions*