



EMPLOYMENT TRIBUNALS

Claimant: Mrs Ellis

Respondent: Care Outlook Limited

Heard at: London South (by CVP) **On:** 16, 17, 18, 19 and 20 June 2025

Before: EJ Rice-Birchall; Miss Murphy; Mr Singh

Representation

Claimant: Ms Mavour, daughter

Respondent: Mr Katz, solicitor

JUDGMENT

Unfair Dismissal

The complaint of unfair dismissal is not well-founded. The claimant was fairly dismissed.

Direct discrimination

The complaint of direct disability discrimination is not well-founded and is dismissed.

Failure to make reasonable adjustments for disability

The complaint of failure to make reasonable adjustments for disability is not well-founded and is dismissed.

Approved by:

Employment Judge Rice-Birchall

19 June 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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/