



EMPLOYMENT TRIBUNALS

Claimant: Ms J Nnaji

Respondent: Spar UK Ltd

Heard at: Watford Employment Tribunal (In public; In person)

On: 25 to 27 and 30 June 2025 and 1 to 4 July 2025

Before: Employment Judge Quill (sitting alone)

Appearances

For the claimant: In Person

For the respondent: Mr P Wilson, counsel

JUDGMENT

- (1) The complaints of direct disability discrimination all fail.
- (2) The following complaints of disability discrimination within the definition in section 15 the Equality Act 2010 ("EQA") succeeds.
 - (i) Requiring the Claimant to sign and return the contract for Marketing Campaign Manager by 10 February 2023. (Paragraph 11.6 of list of issues).
 - (ii) Refusing to defer meeting to / hold further meeting on 8 February 2023 (paragraph 11.7 of list of issues)
 - (iii) Choosing dismissal date to be 10 February 2023 rather than choosing a later effective date of termination. (Paragraph 15 of list of issues)
- (3) All the other complaints of disability discrimination within the definition in section 15 EQA fail.
- (4) The complaints of indirect disability discrimination all fail.

- (5) There was a breach of the duty to make reasonable adjustments in that the Respondent failed to adjust the PCP described in paragraph 28.1.3 of list of issues, when it would have been reasonable for it to have had to take the step identified at paragraph 29.3. In other words, employee health benefits ended on termination, and the Respondent had a PCP that allowed it to dismiss with immediate effect by making payment in lieu of notice; it would have been a reasonable adjustment to that PCP to have dismissed the Claimant with notice.
- (6) No other complaint of failure to make reasonable adjustments succeeds.
- (7) The Claimant was unfairly dismissed. In other words, the complaint of unfair dismissal is well-founded.
- (8) The breach of contract claim succeeds.
- (9) There will be a remedy hearing on 4 and 5 December 2025, and separate case management orders have been made for that.

Approved by:

Employment Judge Quill

Date: 7 July 2025

JUDGMENT SENT TO THE PARTIES ON

5 August 2025

FOR THE TRIBUNAL OFFICE

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