



# THE EMPLOYMENT TRIBUNALS

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**Claimant:** Mrs C Dovey  
**Respondent:** Spider Ltd (in liquidation)  
**Heard at:** London South Employment Tribunal (by video)  
**On:** 4 July 2025  
**Before:** Employment Judge Robinson

**Representation**

**Claimant:** Mr K Aggrey-Orleans (Counsel)  
**Respondent:** Did not attend

## JUDGMENT

The judgment of the Tribunal is that:

1. The Claimant was unfairly dismissed by the Respondent. The Respondent must pay the Claimant the gross sum of £105,000 as a compensatory award (the basic award already having been paid to the Claimant on dismissal).
2. The Respondent must pay the Claimant the gross sum of £35,200 for injury to feelings in respect of the following claims:
  - a. direct disability discrimination, contrary to section 13 of the Equality Act 2010,
  - b. discrimination arising from disability, contrary to section 15 of the Equality Act 2010, and
  - c. failure to make reasonable adjustments, contrary to sections 20 and 21 of the Equality Act 2010.
3. The Claimant's harassment claim is dismissed upon withdrawal by the Claimant.

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Employment Judge Robinson

Date 4 July 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.

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