



EMPLOYMENT TRIBUNALS

Claimant**Respondent**

Ms N Hogger

v

Genesis PR Limited

Heard at: Cambridge

On: 23, 24, 25, 26 and 27 June 2025

20 August 2025 (Judgment)

Before: Employment Judge Tynan

Members: Ms B Handley-Howarth and Ms H Gunnell

Appearances

For the Claimant: In person

For the Respondent: Ms K Barry, Counsel

JUDGMENT

1. The Claimant's claim that the Respondent discriminated against her by failing to comply with its s.20 Equality Act 2010 duty to make reasonable adjustments succeeds in part in respect of the PCP identified in paragraph 4(a)(ii) of the List of Issues.
2. The Claimant's claim of harassment pursuant to s.26(2) of the Equality Act 2010 succeeds in respect of Ms Straker's comments to her on 19 June 2023 that others could perceive her as disorganised or uncommitted.
3. The Claimant's claim that the Respondent discriminated against her in contravention of s.15 of the Equality Act 2010 succeeds in respect of the Respondent's decision on or around 17 July 2023 to initiate a performance improvement plan in relation to her.
4. The Claimant was constructively dismissed. Her complaints that she was unfairly dismissed contrary to section 98 of the Employment Rights Act 1996 and directly discriminated against because of disability by being dismissed are well-founded and succeed.

Approved by:

Employment Judge Tynan

Date: 20 August 2025

Sent to the parties on:
10 September 2025

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For the Tribunal Office

Note

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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Recording and Transcription

Please note that if a Tribunal Hearing has been recorded you may request a transcript of the recording, for which a charge is likely to be payable in most but not all circumstances. 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:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>