



EMPLOYMENT TRIBUNALS

Heard at: Ashford (by video) **On:** 5-8 August 2024

First Claimant: Miss A Lawrence

Second Claimant: Mrs P Lawrence

Respondent: Mr X Yu

Before: Employment Judge Robinson
Mrs Sally Goldthorpe
Mr Stephen Huggins

Representation:

Claimants: In person (with support from friend, Catryn Beynon)

Respondent: In person

JUDGMENT

The judgment of the Tribunal is that:

1. All claims made by the Second Claimant are dismissed upon withdrawal by the Second Claimant.
2. The following claims made by the First Claimant are not well-founded and are dismissed:
 - a. unfair dismissal
 - b. unauthorized deduction from wages
 - c. notice pay.
3. The following claims made by the First Claimant are dismissed because they are either out of time (and the Tribunal does not consider it just and equitable to extend time) or they are not well-founded:

Case Numbers: 2301258/2023 and 2301259/2023

- a. direct disability discrimination
 - b. failure to make reasonable adjustments.
 - c. harassment
4. The First Claimant had accrued but untaken holiday at the time of her resignation. The Respondent is ordered to pay the First Claimant the gross sum of £123.50 on which the Claimant will need to account for any tax and national insurance contributions that are due.

Employment Judge Robinson

Date 8 August 2024

JUDGMENT SENT TO THE PARTIES ON

20 August 2024

FOR THE TRIBUNAL OFFICE

P Wing

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.