



EMPLOYMENT TRIBUNALS

Claimant: AB
Respondent: Churchers Solicitors LLP

Heard at: Bristol Employment Tribunal (by video)
On: 23 to 26 June and 16 September 2025

Before: Employment Judge J Bax

Representation

Claimant: Miss J Sherratt (counsel) and Mr C Dobbin (solicitor)
Respondent: Mr N Bidnell-Edwards

JUDGMENT

The judgment of the tribunal is that

1. The Respondent contravened sections 39 and 40 of the Equality Act 2010.
2. The Claimant succeeded in her claims of failing to make reasonable adjustments, discrimination arising from disability and harassment.
3. The claims of victimisation are dismissed.

Employment Judge J Bax
Date 16 September 2025

Judgment sent to the Parties on 22 September 2025

For the Tribunal Office

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.

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 may be payable. 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/>