



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs L Timmons

**Respondent:** Swindon Borough Council

**Heard at:** Bristol Employment Tribunal

**On:** 13-16 October 2025

**Before:** Employment Judge Ferguson

**Members:** Ms J Kaye  
Ms C Monaghan

## Representation

**Claimant:** In person

**Respondent:** Mr L Nacif, counsel

# JUDGMENT

It is the unanimous judgment of the Tribunal that:

1. The complaint of unfair dismissal is well-founded. The Claimant was unfairly dismissed.
2. The Claimant would have been dismissed following a fair procedure, pursuant to which she would have been dismissed with four weeks' notice on 1 March 2025 and the effective date of termination would have been 29 March 2025.
3. The complaint of discrimination arising from disability is not well-founded and is dismissed.
4. The complaint of failure to make reasonable adjustments is not well-founded and is dismissed.
5. The complaint of harassment related to disability is not well-founded and is dismissed.
6. The Respondent shall pay the Claimant the following sums in respect of her unfair dismissal:
  - (a) A basic award of £1,929.
  - (b) A compensatory award of £2,578.
  - (c) Note that these are actual the sums payable to the Claimant after any deductions or uplifts have been applied.

7. The Employment Protection (Recoupment of Benefits) Regulations 1996 apply:
- (a) The total monetary award (i.e. the compensatory award plus basic award) payable to the Claimant for unfair dismissal is £4,507
  - (b) The prescribed element is £2,578.
  - (c) The period of the prescribed element is from 15 February 2024 to 16 October 2025.
  - (d) The difference between (1) and (2) is £1,929

Approved by:

**Employment Judge Ferguson**

Date: 16 October 2025

JUDGMENT SENT TO THE PARTIES ON  
11 December 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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

[www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/](http://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/)