



# EMPLOYMENT TRIBUNALS

**BETWEEN**

**CLAIMANT**

**AND**

**RESPONDENT**

**Ms S. Guyan**

**eXPD8 Limited**

---

## JUDGMENT OF THE EMPLOYMENT TRIBUNAL

---

**Held at Swansea by Cloud Video Platform on**

**Monday, the 8<sup>th</sup> December 2025**

**Tuesday, the 9<sup>th</sup> December 2025**

**Wednesday, the 10<sup>th</sup> December 2025; and**

**Thursday, the 11<sup>th</sup> December 2025**

**Employment Judge: Mr D. Harris (sitting alone)**

**Representation:**

**For the Claimant: Mr D. Chappell (lay representative)**

**For the Respondent: Mr M. Magier (Counsel)**

## **JUDGMENT**

- 1. The claims for breach of contract, unlawful deduction from wages and discrimination arising from disability (under section 15 of the Equality Act 2010) are dismissed upon withdrawal by the Claimant.**
- 2. The claim for breach of the General Data Protection Regulations is dismissed for want of jurisdiction.**
- 3. The Claimant succeeds in her claim that the Respondent failed to comply with a duty to make reasonable adjustments under sections 20, 21 and 39(5) of the Equality Act 2010.**
- 4. The Claimant succeeds in her claim of unfair dismissal in relation to the termination of her employment with the Respondent on the 20<sup>th</sup> May 2025.**
- 5. The claim of harassment under section 26 of the Equality Act 2010 is dismissed.**
- 6. In respect of the Respondent's failure to comply with a duty to make reasonable adjustments, the Claimant is awarded the sum of £12,100.00 for injury to feelings.**
- 7. In respect of the Claimant's unfair dismissal, the Claimant is awarded a Compensatory Award in the sum of £1,689.83 comprising the following sums:**
  - (a) £1,384.35 (gross) for loss of earnings for the period from the 20<sup>th</sup> May 2025 to the 31<sup>st</sup> August 2025; and**
  - (b) £305.48 for loss of statutory employment rights.**

8. The Claimant is awarded interest at the rate of 4% on the injury to feelings award and the Compensatory Award for the period from the 24<sup>th</sup> May 2025 to the 11<sup>th</sup> December 2025 in the sum of £303.75.
9. The total sum awarded to the Claimant is £14,093.58, which is calculated as follows:
  - (a) £12,100.00 for injury to feelings;
  - (b) £1,384.35 (gross) for loss of earnings for the period from the 20<sup>th</sup> May 2025 to the 31<sup>st</sup> August 2025;
  - (c) £305.48 for loss of statutory employment rights; and
  - (d) £303.75 for interest.

**Employment Judge David Harris**

Dated: 11<sup>th</sup> December 2025

Judgment entered in Register  
and copies sent to parties on

19 December 2025

Katie Dickson  
for Secretary of the Tribunals

**IMPORTANT NOTICE**

The parties are reminded that where reasons for the Tribunal's decision have been given orally at a hearing, as happened in this case on the 11<sup>th</sup> December 2025, written reasons for the Tribunal's decision will not be provided to the parties unless requested by a party either at the hearing or by a written request received by the Tribunal within 14 days of the sending of the written record of the Tribunal's decision.