



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms A Franklin  
**Respondent:** Strata Creative Communications Ltd

**Heard at:** Cambridge Employment Tribunal via CVP  
**On:** 5 to 9 January 2026  
**Before:** Employment Judge Andrew Clarke KC  
**Members:** Ms Susan Laurence-Doig  
Ms Julia Buck

**Representation**  
**Claimant:** In person  
**Respondent:** Ms Julie Duane, counsel

## JUDGMENT

1. The claimant was dismissed for a substantial reason and that dismissal was fair. Hence, the claim for unfair dismissal fails and is dismissed.
2. The claim for direct disability discrimination fails and is dismissed.
3. The claim under section 15 of the Equality Act 2010 fails and is dismissed.
4. There was no failure on the part of the respondent to make reasonable adjustments consequent upon the claimant’s disability and the claim for failing to make such reasonable adjustments fails and is dismissed .
5. The claim for unlawful harassment of the claimant relating to her disability fails and is dismissed.

Approved by:

Employment Judge Clarke KC

Date: 13 January 2026

JUDGMENT SENT TO THE PARTIES ON

.....11 February 2026.....

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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. 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/)