



EMPLOYMENT TRIBUNALS

Claimant: Miss K Anderson

Respondent: Interflex Scotland Limited

HELD AT: Newcastle Employment Tribunal **ON:** 9, 10, 11 and 12 March 2026

BEFORE: Employment Judge Booth
Mr P Chapman
Mrs C Hunter

REPRESENTATION:

Claimant: In person
Respondent: Mr I Wheaton (Counsel)

JUDGMENT

The judgment of the Tribunal is as follows:

1. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
2. The complaint of unfavourable treatment because of something arising in consequence of disability is not well-founded and is dismissed.
3. The complaint of failure to make reasonable adjustments for disability is not well-founded and is dismissed.
4. The claimant would have been fairly dismissed within a period of one month if the respondent had followed a fair procedure.
5. The respondent unreasonably failed to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures 2015 and it is just and equitable to

increase the compensatory award payable to the claimant by 20% in accordance with s 207A Trade Union & Labour Relations (Consolidation) Act 1992.

6. The respondent shall pay the claimant the following sums within 14 days of the date on which this judgment is sent to the parties:

(a) A basic award of **£949.28**

(b) A compensatory award of **£1,697.83**

Note that these are actual the sums payable to the claimant after any deductions or uplifts have been applied.

Employment Judge Booth

12 March 2026

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request 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 (apart from judgments under rule 51) 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.