



EMPLOYMENT TRIBUNALS

Claimant: Miss Rebecca Clayton

Respondent: Secretary of State for Justice

Heard at: Employment Tribunal Wales sitting via CVP **On:** 13 – 16 April 2026

Before: Employment Judge Grubb
Lay Member R Hartwell
Lay Member K Smith

REPRESENTATION:

Claimant: In person **Respondent:** (Counsel)

JUDGMENT

1. The complaint for discrimination arising from disability under s. 15 of the Equality Act 2010 as a result of having been informed that the Claimant was likely to trigger the Stage 2 warning procedure well-founded and upheld.
2. The complaint for discrimination arising from disability under s. 15 of the Equality Act 2010 on the basis that she was required to work restricted duties is not well-founded and is dismissed.
3. The complaints that the Respondent failed to make reasonable adjustments contrary to sections 20 & 21 of the Equality Act 2010 is not well-founded and are dismissed.
4. The complaints of indirect discrimination on ground of disability under s. 19 of the Equality Act 2010 is not well-founded and are dismissed.

5. The complaints for unauthorised deduction of wages, holiday pay and breach of contract are dismissed having been withdrawn.
6. By no later than 30 April 2026, the Respondent shall pay the Claimant the sum of £1,342.82 comprising of £1,235 for injury to feelings (£1,300 less a 5% deduction for failure to issue a grievance), plus interest of £108.82.

Approved by:

Employment Judge C Grubb

16/04/2026

JUDGMENT SENT TO THE PARTIES ON

23 April 2026

Miriam Drake

FOR THE TRIBUNAL OFFICE

Notes

Written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

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.