



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs N Ram  
**Respondent:** Wilson James Ltd  
**Heard at:** Reading **On:** 28, 29, 30 April and 1 May 2026  
**Before:** Employment Judge Shastri-Hurst, Ms A Brown, Ms F Tankard

## Representation

Claimant: in person  
Respondent: Mr P Chadwick (consultant)

# JUDGMENT

1. The claim of unfair dismissal is not well-founded and is dismissed;
2. The claim of direct disability discrimination is not well-founded and is dismissed;
3. The claim of discrimination arising from disability is not well-founded and is dismissed;
4. The claim of failure to make reasonable adjustments is not well-founded and is dismissed;
5. The claim of breach of contract is not well-founded and is dismissed;
6. The claim of unauthorised deduction of wages is not well-founded and is dismissed.

**Approved by:**

**Employment Judge Shastri-Hurst**

**1 May 2026**

JUDGMENT SENT TO THE PARTIES  
ON

10 June 2026

FOR THE TRIBUNAL OFFICE

**Notes**

Summary reasons for the judgment having been given orally at the hearing, summary or full 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. Notwithstanding a request for summary reasons, an Employment Judge may provide full written reasons. If full written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any full 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/)