



EMPLOYMENT TRIBUNALS

Claimant: Ms A Maddix

Respondent: The Laurels Morganstown Ltd

Heard at: Wrexham remotely by CVP

On: 16-18 June 2026

Before: Employment Judge T.V. Ryan

Representation

Claimant: Litigant in Person

Respondent: Mr G Williams, Consultant

JUDGMENT

1. In exercise of my discretion, it being just and equitable to do so, I extended the time for the presentation of the Claimant's claims to include events of 7 February 2025, where events on and after 8 February 2025 were in time anyway.
2. The Claimant's claim of Disability Discrimination, that the Respondent failed to allow her to leave work before the end of her shift on 7 February 2026 by way of a Reasonable Adjustment, is well-founded and succeeds.
3. The parties reached a negotiated settlement in respect of the Claimant's successful claim. BY CONSENT the Respondent shall pay to the Claimant £2,000 within 21 days, in full and final settlement of the Remedy in respect of the judgment at paragraph 1 above. The award is not subject to deductions. I did not make an award, other than by consent, and so the state benefit recoupment provisions do not apply.
4. By concession of the Respondent, the Claimant made a protected disclosure (was a "whistle blower") when she made a disclosure on 21 January 2026 concerning potential breach of legal obligation and endangerment to health and safety in the execution of her duties.
5. The Claimant's remaining claims are not well-founded, fail, and are dismissed, namely:
 - 5.1. Unfair Dismissal – "ordinary unfair dismissal";
 - 5.2. Automatic Unfair dismissal – Protected disclosure ("whistle-blowing");

5.3. Victimisation;

5.4. Disability Discrimination:

5.4.1. Discrimination because of something “arising” from disability

5.4.2. Harassment and

5.4.3. Save as found at paragraph 2 above, failure to make Reasonable Adjustments.

Approved by:

Employment Judge T V Ryan

18 June 2026

JUDGMENT SENT TO THE PARTIES ON

23 June 2026

FOR THE TRIBUNAL OFFICE

Mary Bateman

Notes

Summary reasons were given orally at the hearing. Written summary reasons will not be provided unless requested by any party at the hearing (and no such request was made), or by a written request received by the Tribunal within 14 days of the sending of the written record of the decision.

All judgments (apart from judgments under Rule 51) and any written full reasons for judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimant(s) and respondent(s).

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/