



EMPLOYMENT TRIBUNALS

Claimant: Ms D Hamilton

Respondent: Coalo Limited

Heard at: Reading **On:** 19, 20, 21, 22 May 2026 and 19 June 2026

Before: Employment Judge Hawksworth

Appearances:

For the claimant: Mr M Puar (counsel)

For the respondent: Ms R Paterson (counsel)

JUDGMENT

1. The claimant was disabled within the meaning of section 6 of the Equality Act 2010 but not by virtue of osteoarthritis.
2. The complaints of failure to make reasonable adjustments succeed in relation to:
 - a. A failure to make adjustments to the contact programme for employees on long term sick leave (issue 5.5.2);
 - b. A failure to make adjustments to the timeline in the redundancy consultation process for considering voluntary redundancy (issue 5.5.5).
3. The other complaints of failure to make reasonable adjustments were withdrawn at the hearing and are dismissed.
4. The complaints of discrimination arising from disability succeed in relation to:
 - a. The change of job role on 27 July 2023 (issue 4.1.2);
 - b. Weekly contact with the claimant from 15 March 2023 to October 2023 (issue 4.1.3);
 - c. Advertising the claimant's job role while she was on sick leave (issue 4.1.4);
 - d. Advising IT support that the claimant had left the business (issue 4.1.5);
 - e. Failing to offer the claimant a TLO role in the new structure or to explain why she could not take a TLO role (issues 4.1.6 and 4.1.7);
 - f. Failing to consider the claimant's grievance (issue 4.1.9).

5. The complaint of discrimination arising from disability at issue 4.1.1 was withdrawn at the hearing and is dismissed.
6. The complaint of discrimination arising from disability about the time given to consider voluntary redundancy (issue 4.1.8) fails and is dismissed.
7. The complaints of direct disability discrimination and harassment related to disability fail and are dismissed.
8. The claim was presented in time in respect of the acts at issues 4.1.6, 4.1.7 and 4.1.9. The other acts together with issues 4.1.6, 4.1.7 and 4.1.9 amounted to conduct extending over a period and therefore the claim was also presented in time in respect of those acts.

**Approved by:
Employment Judge Hawksworth**

Date: 19 June 2026

Sent to the parties on: 30 June 2026

For the Tribunals Office

Note:

Summary 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.

Public access to employment tribunal decisions:

All judgments and full written reasons for the judgments are published in full online, shortly after a copy has been sent to the claimant(s) and respondent(s) in the case, at www.gov.uk/employment-tribunal-decisions

Recording and Transcription:

Please note that if a Tribunal Hearing has been recorded you may request a transcript of the recording, for which a charge is likely to be payable in most but not all circumstances. 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:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>