



EMPLOYMENT TRIBUNALS

Claimant: LAURA WHITING

Respondent: SLENDERELLA WHOLESALE LTD

Heard at: Nottingham

On: 6-10 July 2026

Before: Employment Judge Brown
Ms Hatcliff
Mr Green

REPRESENTATION:

Claimant: Ms Evanson, Counsel.

Respondent: Mr Assad, Advocate.

JUDGMENT

The unanimous judgment of the Tribunal is as follows:

Failure to make reasonable adjustments for disability

1. The complaint of failure to make reasonable adjustments for disability is well-founded and succeeds.

Notice Pay

2. The complaint of breach of contract in relation to notice pay is well-founded. No award is made due to the same period of loss in the unfair dismissal claim attracting an award of compensation and the Claimant cannot receive compensation twice for the same period.

Unfair Dismissal

3. The complaint of constructive unfair dismissal is well-founded. The claimant was unfairly dismissed.

4. The Employment Protection (Recoupment of Benefits) Regulations 1996 do not apply.

Breach of Flexible Working Regulations:

5. The claim for breach of the Flexible Working Regulations 2014 succeeds.
6. The claimant is awarded 6 weeks' gross pay compensation.

Non-compliance with ACAS Code

7. 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 **10 %** in accordance with s 207A Trade Union & Labour Relations (Consolidation) Act 1992.

Remedy

8. The respondent shall pay the claimant the following sums:

Unfair Dismissal

- (a) A basic award of **£4199.94**.
- (b) A compensatory award of: -
 - (i) **£755.90 (two weeks loss of earnings from dismissal to new employment)**.
 - (ii) Loss of future earnings due to difference in pay
Loss of £1.45 per hour from subsequent job started on 11 December 2023
(hourly rate £11.00). (The Claimant was intending to return 18 hours per week after maternity leave with the Respondent had employment not terminated).
Difference in pay 11 December 2023 – 6 July 2026 (date of hearing):
 $134 \text{ weeks} \times 18 \text{ hours} \times 1.45 = \textbf{£3,497.40}$

Disability Discrimination

9. Injury to feelings - **£9,000.00**

10. Plus, interest from 11 September 2023 (when the adjustments should have been in place) to date of Final Hearing (6 July 2026).

Interest on Injury to Feelings

11. $(£9,000 / 365) \times 8\%$ (daily rate) = **£1.97** [$£9000/365= £24.66 /100 \times 8 = £1.97$].
12. $£1.97 \times 1030$ days = **£2029.10**

Breach of the Flexible Working Time Regulations

- 13.6 weeks gross pay (£466.66) = **£2799.96**

Loss of statutory rights

14. **£600.00** is awarded.

ACAS Uplift of 10%

15. **£1588.24** additional award for failing to comply with ACAS guidelines.

Note: This is calculated by adding the following sums together and adding 10%:-

Unfair Dismissal

£600.00 loss of statutory rights
Loss of earnings of :-
£755.90
£3497.40 [to hearing based on hourly rate]

Discrimination award: -

£9000.00
£2029.10 [interest element]
This all totals = **£15,882.40** plus 10% = **£1588.24**

16. The total sum awarded to the Claimant is the sum of **£24,470.54**.

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

Approved by:

Employment Judge Brown

11 July 2026

Judgment sent to the parties on:

23/07/2026

For the Tribunal:

J. Woolley

Notes

Summary Oral Reasons for the judgment having been given orally at the hearing, written summary 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. If summary written reasons are provided, they will not be placed online.

Full written reasons may be requested 14 days after receipt of summary written reasons and if 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 at www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/