



EMPLOYMENT TRIBUNALS

Claimant: Donna Williams

Respondent: Copthorne Care Homes Limited

Heard at: On: 27 – 31 July 2026

Before: Employment Judge Barton, Mrs Blake and Mrs Skillin

Representation

Claimant: In Person

Respondent: Miss Z. Ahmad, Litigation Consultant, Peninsula

JUDGMENT

Summary reasons for the judgment were given orally on 31 July at the hearing.

1. The Claimant's claim for unfair dismissal succeeds.
2. The Claimant's claim for direct disability discrimination is dismissed.
3. The Claimant's claim for discrimination arising from disability is dismissed.
4. The Claimant's claim for wrongful dismissal (notice pay) succeeds.

Remedy

Basic award	16.5 weeks at £243.69 per week	£4020.89 (gross)	A
Notice	11 weeks at £243.69 per week	£2680.59 (gross)	B
Loss of Statutory Rights		£500.00	C
Compensatory Award			
Immediate Loss (EDT – 31/07/26)	Capped at 12 months	£12672.00 (gross)	
Future Loss	Based on net pay of £880.00 pm for 6 months	£5280.00	
Pension Loss	12 Months	£236.88	
After 20% Uplift		£22426.66	D
A + B + C + D		£29628.14	

The Respondent must pay the Claimant **£29,628.14**.

Recoupment of benefits provisions will apply.

Subject to tax and national insurance contributions where applicable.

Payment within 28 days – late payments may be made subject to additional interest payments, payable by the Respondent. apply for late payments.

Employment Judge Barton

Date: 2 August 2026

JUDGMENT SENT TO THE PARTIES ON

21 August 2026

Notes

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. If there are written full reasons for the judgment, they are also published. Reasons for the judgment having been given orally at the hearing; 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.

The reasons given orally were the summary reasons. If a request for written reasons is made (within the time limit), the Tribunal might choose to supply written summary reasons, or else the Tribunal might choose to provide the written full reasons.

If written summary reasons are provided, then written full reasons will not be provided unless requested by any party by a written request received by the Tribunal within 14 days of the sending of the written summary reasons.

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/