



# EMPLOYMENT TRIBUNALS

**Claimant:** Melanie Shaw  
**Respondent:** Adur District Council  
**Heard at:** Southampton by CVP  
**On:** 20,21,22,23 and 24 July 2026  
**Before:** Employment Judge Rayner  
Mrs K Symonds  
Mr J Ruddick

## Representation

**Claimant:** Ms N Gyane, Counsel  
**Respondent:** Mr G Deane, Counsel

# JUDGMENT

1. The Respondent failed to pay the Claimant a redundancy payment in breach of section 141 Employment Rights Act 1996.
2. The Respondent failed to pay the Claimant a contractual redundancy payment in breach of contract.
3. The Respondent discriminated against the Claimant for a reason arising from her disability contrary to section 15 Equality Act 2010.
4. The Respondent will now pay the Claimant the following sums
  - i. A combined sum in respect of statutory and contractual redundancy pay of £30,783.75
  - ii. An agreed sum of £10,000.00 in respect of injury to feelings
  - iii. An agreed sum of £1402.74 in respect on interest.
5. The total sum payable by the respondent to the Claimant is £42186.49.

Approved by:  
**Employment Judge Rayner**  
**24 July 2026**

JUDGMENT SENT TO THE PARTIES ON  
02 September 2026  
FOR THE TRIBUNAL OFFICE

## Notes

Full reasons were given orally at the hearing. Written full reasons will not be provided unless requested by any party at the hearing, 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 the 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/](http://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/)