



EMPLOYMENT TRIBUNAL

Claimant: Miss H Mitchell

Respondent: Rippleglen Limited

Heard at: Leeds

On: 16, 17, 21 and 22 September 2026

Before:

Employment Judge Wade

Mr Q Shah

Mr G Corbett

Representation

Claimant: in person with Mr D Keegan, lay representative

Respondent: Ms S Firth, counsel

The unanimous decision of the Tribunal is:

JUDGMENT

1. The claimant's complaints of disability related harassment are determined as follows:
 - 1.1. Allegation 3.1.2 - (your usual pattern of work will remain); and
 - 1.2. Allegation 3.1.7 (withholding suspension pay) succeed;and the remaining complaints are dismissed.
2. In the alternative 3.1.2 succeeds as a failure to make a reasonable adjustment: the respondent failed in its duty during the week commencing 12 June to adjust the claimant's rota (reasonable adjustment complaint 1).
3. Reasonable adjustment complaints 2 and 3 succeed.
4. Reasonable adjustment complaints 4 and 5 are dismissed.
5. The claimant's complaint of a discriminatory constructive dismissal succeeds.
6. The claimant's complaint of an unlawful deduction from wages does not succeed.
7. The claimant's complaints of a breach her statutory right to be accompanied succeed as to a hearing due to take place on 2 August 2023 and are otherwise dismissed for time limit reasons.
8. The net effect of the parties' conduct in relation to ACAS code provisions is that the Tribunal uplifts the awards it makes by 10%.

9. Financial loss arising from the successful Equality Act contraventions is limited to loan interest (allegation 3.1.7).
10. The respondent must pay to the claimant £76.38, uplifted by 10% to £84.02
11. The Tribunal awards £282.70 in respect of the statutory code breach uplifted to £310.07.
12. The Tribunal awards the sum of £7000 by way of injury to feelings uplifted by 10% and interest at 8% to £9548.
13. The total sum payable by the respondent to the claimant is £9942.09.
14. The recoupment regulations do not apply to the awards above.
15. There is no Basic Award (service related) in respect of Equality Act constructive dismissals.

Employment Judge JM Wade
23 September 2026