



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 8002545/2025

Held in Glasgow by CVP on 7 May 2026

Employment Judge R Mackay

Ms S Campbell

**Claimant
In Person**

Booker Direct Limited

**Respondent
Represented by:
Mr Barron,
Solicitor**

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

For reasons given orally at the Hearing, the claimant's claim of disability discrimination is dismissed.

CASE MANAGEMENT ORDERS

1. The remaining claims (being unfair dismissal and wrongful dismissal only), will proceed to a final hearing on **9, 10 and 11 September 2026**. The final hearing shall be in person in Glasgow before a Judge sitting alone.
2. No later than **25 May 2026**, both parties shall exchange with the other all documents upon which they propose to rely at the final hearing. For the claimant, this should include documents including contracts of employment, payslips etc. which evidence her earnings and benefits with her new employer.
3. No later than **1 June 2026**, the claimant shall provide to the respondent a revised schedule of loss.
4. No later than **8 June 2026**, the respondent shall prepare a joint bundle of all documents to be relied upon at the final hearing and shall provide the claimant

with a hard copy on that date. The respondent shall also be responsible for ensuring that bundles are available for the Tribunal itself at the final hearing.

NOTE

1. Following the dismissal of the disability discrimination claim, the Tribunal identified with the claimant what her remaining claims were. In relation to her claim for “other payments”, it was clear that those related to compensation she sought for unfair dismissal. Aside from unfair dismissal compensation, the only other claim is one of wrongful dismissal, the claimant having been dismissed without notice. The respondent’s position is that due to her gross misconduct, the claimant was not entitled to notice.
2. In relation to the unfair dismissal itself, Mr Barron submitted that further specification of that claim was required. The claim, however, seems to be a straightforward one. It is a claim for unfair dismissal where the respondent maintains that the claimant was guilty of gross misconduct. During the course of the hearing, the claimant submitted that the dismissal was unfair for a number of reasons including the timing and manner of her suspension, what she described as a change in the nature of the allegations, and a delay from February until July 2025 in being advised that she was being accused of gross misconduct. She also criticises the way in which the disciplinary hearing and the appeal were handled.
3. On the basis that the respondent accepts having dismissed the claimant, the majority of the evidence will be from its witnesses and it is clear from the ET3 that the respondent already envisages the types of challenge which might be made. It has lined up three witnesses to deal with the investigation, the disciplinary hearing and the appeal. The claimant has yet to decide on witnesses.
4. It was decided, in the circumstances, to fix a final hearing to deal with the remaining claims at this stage and the remainder of the hearing was spent agreeing the procedural steps to be taken in advance of that as noted in the Orders above.
5. In relation to the schedule of loss, the claimant was encouraged to take advice from her union or the CAB on the format of that document.