



EMPLOYMENT TRIBUNALS

Claimant
Mrs E Rashleigh

v

Respondent
Worthing Women's Aid T/A Safe In
Sussex

Judgment

Heard at: Southampton

On: 29 May 2020

Before: Employment Judge Rayner

Appearances

For the Claimant: in person

For the Respondent: Mr Howson, Counsel

This has been a remote hearing which has been consented to by the parties. The form of remote hearing was [A – fully Audio]. A face to face hearing was not held because the hearing originally listed for a one-day prehearing in person to determine the preliminary question of whether or not the Claimant was disabled by reason of depression, and whether or not the Respondent knew or had constructive knowledge of the disability was postponed in accordance with presidential directions, and this hearing was the relisted hearing, and the parties agreed that could be determined by a telephone hearing. The documents that I was referred to are in a bundle of 134 pages which was sent to me electronically

1. The claimant was a disabled person by reason of depression that the material times from February 2017 until termination of her employment on 30 January 2019.
2. The respondent had constructive knowledge of the claimant's disability by reason of depression at those material times.

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Employment Judge Rayner

Dated 29 May 2020
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Note: online publication of judgments and reasons

The ET is required to maintain a register of all judgments and written reasons. The register must be accessible to the public. It has recently been moved online. All judgments and reasons since February 2017 are now available at:
<https://www.gov.uk/employment-tribunal-decisions>.

The ET has no power to refuse to place a judgment or reasons on the online register, or to remove a judgment or reasons from the register once they have been placed there. If you consider that these documents should be anonymised in any way prior to publication, you will need to apply to the ET for an order to that effect under Rule 50 of the ET's Rules of Procedure. Such an application would need to be copied to all other parties for comment and it would be carefully scrutinised by a judge (where appropriate, with panel members) before deciding whether (and to what extent) anonymity should be granted to a party or a witness