



EMPLOYMENT TRIBUNALS

Claimant: Mrs E Brier
Respondent: Gradwell Communications Ltd
Heard at: Leeds Employment Tribunal (via CVP)
On: 28 September 2022
Before: Employment Judge K Armstrong

Representation

Claimant: In person
Respondent: No attendance

The respondent has not responded to the claimant's claims. The case was therefore listed for a hearing under rule 21 Employment Tribunal Rules of Procedure 2013 to consider the claimant's claims.

JUDGMENT

1. The claimant has insufficient service to bring a claim for unfair dismissal. The claim for unfair dismissal is dismissed.
2. The claim for failure to make reasonable adjustments under s.20 Equality Act 2010 is dismissed.
3. The respondent discriminated against the claimant and the claim of direct discrimination under s.13 Equality Act 2010 succeeds. The respondent shall pay to the claimant the sum of **£93,375.68**, calculated as follows:
 - 3.1. Loss of earnings (to date of hearing and future loss of earnings of 6 months): £41,165.88 net;
 - 3.2. Pension loss (to date of hearing and future loss of 6 months): £935 net;
 - 3.3. Injury to feelings: £30,000;
 - 3.4. 25% uplift for failure to follow ACAS code of practice on disciplinary and grievance procedures: £18,025.22;
 - 3.5. Interest: £3,249.58

Employment Judge **K Armstrong**

Date 27 September 2022

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

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