



# EMPLOYMENT TRIBUNALS

**BETWEEN**

**Claimant**

Mrs L James

**AND**

**Respondent**

(1) Sandwell MBC & (2) Mr M Satchwell

## JUDGMENT OF THE EMPLOYMENT TRIBUNAL

**HELD AT** Birmingham

**ON** 4 April to 3 May 2018

**EMPLOYMENT JUDGE** Hughes

**MEMBERS:** Mrs BE Hicks  
Mrs C Wegg

### Representation

**For the Claimant:** In person

**For the Respondent:** Mr R Powell, Counsel

## JUDGMENT

**The unanimous judgment of the tribunal is that:**

- 1 The claimant was not constructively unfairly dismissed.
- 2 The claimant's claims of direct discrimination because of pregnancy/maternity, sex, race and disability, harassment related to sex, race and disability, victimisation, discrimination arising from disability and failure to make reasonable adjustments are not well-founded and are hereby dismissed.

Employment Judge Hughes  
4 May 2018

### Note

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.