



## EMPLOYMENT TRIBUNALS

Claimant

Respondent

**Mrs C Kilbride**

v **Bradley Environmental Consultants  
Limited**

**Heard: BY CVP Remotely**

**On: 16 September 2021**

**Before:**

**Employment Judge JM Wade**

**Ms J Blesic**

**Mr A Senior**

**Representation:**

**Claimant: In Person**

**Respondent: Mr A Adamou (counsel)**

## JUDGMENT

1. The Tribunal's decisions are follows:
  - 1.1. The claimant's unfair dismissal complaint is dismissed for want of two years' service.
  - 1.2. The claimant's failure to make reasonable adjustments and direct discrimination complaints are dismissed.
  - 1.3. The claimant's Section 15 complaint (discrimination arising from disability) succeeds.
  - 1.4. The parties do not call upon the Tribunal to determine remedy in circumstances in which they have agreed the respondent will pay a composite sum of £12,000 to the claimant within 28 days.
  - 1.5. The recoupment regulations do not apply to this Judgment.

JM Wade

Employment Judge JM Wade

16 September 2021