



EMPLOYMENT TRIBUNALS

Claimant

Respondent

v

Ms M Postol

Kens Estate Limited (1)

Frontive Holdings Services Limited(2)

Heard at: London Central Employment Tribunal

On: 5-11 November 2024

Before: EJ Webster
Mr R Baber
Mr P Lewis

Appearances

For the Claimant: Mrs Trayers (Counsel)

For the Respondent: Mr Williams (Counsel)

JUDGMENT

1. The Claimant's claim for direct disability discrimination is not upheld.
2. The Claimant's claim for disability related harassment is partially upheld.¹
3. The Claimant's claim for victimisation is not upheld.
4. The Claimant's claim for failure to make reasonable adjustments is upheld.
5. The Claimant's claim for constructive unfair dismissal is upheld.
6. The Claimant's claim for wrongful dismissal is upheld.

***Note:** Reasons for the decision having been given orally at the hearing, written reasons will not be provided unless a written request is received from either party within 14 days of the sending of this record of the decision.*

¹ By reference to LOI [p119-121 hearing bundle] Incidents 3.2.7, 3.2.9, 3.2.10, 3.2.11, 3.2.12, 3.2.14

Employment Judge Webster

Date: 11 November 2024

JUDGMENT and SUMMARY SENT to the PARTIES ON

20 November 2024

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FOR THE TRIBUNAL OFFICE