



EMPLOYMENT TRIBUNALS

Claimant:
Mrs. J Gallagher

v

Respondent:
Royal Mencap Society

Heard at:
Watford (by
CVP)

On: 29,30 and 31 January
2024

Before: Employment Judge Warren
Ms B Osbourne
Mr P Hough

REPRESENTATION:

Claimant: In person
Respondent: Mr Zaman, Counsel

JUDGMENT

The unanimous decision of the Tribunal is that:-

1. The claim of constructive unfair dismissal (sections 94 and 95 of the Employment Rights Act 1996) is ill founded and is dismissed.
2. The claims of disability discrimination (section 15 of the Equality Act 2010), a failure to make reasonable adjustments (sections 20 and 21 Equality Act 2010 and victimisation (section 27 Equality Act 2010) are all ill founded and are dismissed.

Employment Judge Warren

5 March 2024

JUDGMENT SENT TO THE
PARTIES ON 6 March 2024

FOR THE TRIBUNAL OFFICE

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.