



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

Miss A Cabena

AND

Respondent

Trident Social Investment Group

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

HELD AT Birmingham

ON 6-10 & 13-15 March 2017

EMPLOYMENT JUDGE Lloyd

MEMBERS Mr J A Boulton
Mr C Dodds

Representation:

For the claimant: In person

For the respondent: Mr B Patel, Organisational Development Manager

JUDGMENT

The unanimous judgment of the tribunal is: -

Liability:

- 1) The claimant succeeds in her claim that the respondent failed in its duty to make reasonable adjustments for her as a disabled person; pursuant to s.20 & s.21 Equality Act 2010 (EqA).
- 2) The claimant succeeds in her claim (under s.15 EqA) of discrimination arising from her disability. Her dismissal on 23 November 2015 was discriminatory and in breach of s.15
- 4) The claimant succeeds/fails in her claim of direct discrimination (under s.13 EqA).
- 5) The claimant has proven her claim of breach of contract; but has suffered no consequential loss.

Remedy:

6) We award the claimant compensation for discrimination and associated financial loss in the total sum of **£30,851.56** including interest pursuant to the Employment Tribunals (Interest on Awards in Discrimination Cases) (Amendment) Regulations 2013.

Case Number; 1300666/2016
Miss A Cabena v Trident Social Investment Group
6th-10th & 13th-15th March 2017
Judgment on liability and remedy

Employment Judge Lloyd
Dated: 15 March 2017

JUDGMENT SENT TO THE PARTIES ON..

17 March 2017

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FOR EMPLOYMENT TRIBUNALS

Shareen Brown