



EMPLOYMENT TRIBUNALS

Claimant: Miss S Irving

Respondent: MD Insurance Services Limited

Heard at: Liverpool **On:** 11 12 13 and 14 February
and 16 March 2020

Before: Employment Judge Benson
Members: Mrs A Ramsden
Mrs J Fletcher

Representation

Claimant: in person

Respondent: Mr J Jenkins – counsel
Mr Woods – counsel (16 March 2020)

JUDGMENT

1. The respondent had knowledge of the claimant's disability from 21 August 2018.
2. The claimant's complaint that she was treated unfavourably by being placed on a Performance Improvement Plan on 24 August 2018 because of something arising in consequence of her disability is well founded and succeeds.
3. The claimant's complaint that the respondent failed to comply with its duty under section 20 of the Equality Act 2010 to make adjustments by cancelling the Performance Improvement Plan and not allowing the claimant to work from home (from 11 January 2019) are well-founded and succeed.
4. These claims were presented in time.
5. All other claims fail and are dismissed.
6. This matter will be listed for a remedy hearing.

Case No: 2416926/2018

Employment Judge Benson

Date 18 March 2020

RESERVED JUDGMENT & REASONS SENT TO THE PARTIES ON

20 March 2020

FOR EMPLOYMENT TRIBUNALS