



EMPLOYMENT TRIBUNALS

Claimant

Ms D Gugenheim

v

Respondent

Dr P Fard t/a Daleham Gardens Surgery

Heard at: Central London Employment Tribunal (via CVP) On: 5-8 and 12-14 July 2021
Before: Employment Judge Norris Members: Ms C James, Mr S Pearlman

Representation:

Claimant: Mr T Walker, Counsel (direct access)

Respondent: Mr G Hine, Solicitor (Peninsula)

JUDGMENT

1. In light of the admission by the Respondent, the Claimant's complaint of constructive unfair dismissal succeeds.
2. The Tribunal's unanimous decision in relation to the remaining complaints is:
 - i) The Claimant's claim of direct discrimination because of age succeeds in part.
 - ii) The Claimant's claim of direct disability discrimination is not well-founded and accordingly is dismissed.
 - iii) The Claimant's claim of indirect disability discrimination succeeds in part.
 - iv) The Claimant's claim of discrimination because of something arising in consequence of a disability (section 15 Equality Act 2010) succeeds in part.
 - v) The Claimant's claim of a failure to make reasonable adjustments succeeds.
3. The Respondent and the Claimant having agreed quantum, it is ordered that the Respondent pay to the Claimant the sum of £25,000, inclusive of costs and interest.
4. The Preliminary Hearing (Case Management) on 7 October 2021 is vacated.

Employment Judge Norris

Date: 14 July 2021

SENT TO THE PARTIES ON

14/07/2021.

FOR THE TRIBUNAL OFFICE

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.