



EMPLOYMENT TRIBUNALS

Claimant: Ms H Williams

Respondent: Alina Homecare Ltd

Heard at: London South Employment Tribunal (by remote video hearing)

On: 22-24 November 2021

Before: Employment Judge Ferguson

Members: Mr R Singh
Ms R Serpis

Representation

Claimant: Ms K Anderson (counsel)

Respondent: Ms M McGee (counsel)

JUDGMENT

It is the unanimous judgment of the Tribunal that:

1. The Claimant was unfairly dismissed.
2. The Claimant was dismissed in breach of the right to notice and is entitled to nine weeks' notice pay.
3. The dismissal and the Respondent's failure to follow a fair process amounted to direct disability discrimination and discrimination arising from disability.
4. The complaint of failure to make reasonable adjustments is dismissed upon withdrawal.
5. The Claimant is awarded:
 - a. A basic award for unfair dismissal of £5,082.35

- b. A compensatory award for unfair dismissal of £500.00
 - c. Notice pay of £2,929.14
 - d. Compensation for injury to feelings of £17,000 plus interest of £2,801.97.
6. The Respondent must pay the Claimant the total sum of £28,313.46.

Recoupment

Prescribed period	05/01/2020 to 24/11/2021
Total award	£28,313.46
Prescribed element	£0.00
Balance	£28,313.46

Employment Judge Ferguson

Date: 24 November 2021

Notes

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.