



EMPLOYMENT TRIBUNALS

Claimant: Ms C Fajri

Respondent: Vantage Capital Markets Ltd

Heard at: London Central (in person) **On:** 29, 30 April, 1, 2, 3 May 2024

Before: Employment Judge B Smith (sitting with members)
Ms Craik
Mr Adolphus

Representation

Claimant: In person

Respondent: Mr Humphries (Counsel)

JUDGMENT

1. The claim for unfair dismissal is not well-founded and is dismissed.
2. The following complaint of unfavourable treatment because of something arising in consequence of disability are well-founded and succeed:
 - a. insisting that the claimant undergo a medical assessment before she could return to work as referred to in emails of 14 December 2022 and 1 March 2023.
2. The remaining complaints of unfavourable treatment because of something arising in consequence of disability are not well-founded and are dismissed.
3. The complaint of failure to make reasonable adjustments for disability is not well-founded and is dismissed.
4. Directions on remedy follow by way of a separate case management order.

Employment Judge Barry Smith
3 May 2024

JUDGMENT & REASONS SENT TO THE PARTIES ON

7 June 2024

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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 (apart from judgments under rule 52) 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.