



# EMPLOYMENT TRIBUNALS

**Claimant:** Rebecca Delaney

**Respondent:** Lindfield Christian Care Home

**Heard at:** London South (by CVP)

**On:** 11 to 14 November 2024

**Before:** Employment Judge Lumby  
Mrs A Williams  
Dr C Whitehouse

## REPRESENTATION:

**Claimant:** Mr D Fletcher (Trade Union representative)

**Respondent:** Mr P Starcevic (Counsel)

# JUDGMENT

The judgment of the Tribunal is as follows:

## Unfair Dismissal

1. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
2. There is a 66.67% (two thirds) chance that the claimant would have been fairly dismissed in any event. This takes account of the claimant's contributory conduct.
3. The respondent shall pay the claimant the following sums:
  - (a) A basic award of **£1,469.96** (payable gross).
  - (b) A compensatory award of **£2,677.27** (payable net).

## **Failure to make reasonable adjustments for disability**

4. The complaint of failure to make reasonable adjustments for disability is not well-founded and is dismissed.

**Employment Judge Lumby  
19 November 2024**

### **Note**

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

### **Public access to employment tribunal decisions**

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