



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss L Stanley  
**Respondent:** City of York Council

**Heard at:** Hull **On:** 12<sup>th</sup>, 13<sup>th</sup>, 14<sup>th</sup>, 15<sup>th</sup> & 16<sup>th</sup> February 2018  
**Before:** Employment Judge Lancaster  
**Members:** Mr Q. Shah  
Mr G.D. Wareing

## Representation

**Claimant:** In person  
**Respondent:** Miss A. Davies, counsel

## JUDGMENT

1. The claims of direct discrimination because of disability and of failure to make reasonable adjustments are dismissed.
2. The claims of unfair dismissal and of unfavourable treatment (dismissal) because of something arising in consequence of disability succeed.
3. The Respondent is ordered to pay compensation to the Claimant as follows:
  - 3.1 Basic award for unfair dismissal (calculated on the basis of 7 weeks' gross pay @ £318.00) £2226.00
  - 3.2 Injury to feelings £4000.00
  - 3.3 Interest on the injury to feelings award @8% per annum from 28<sup>th</sup> February 2017 £309.48
  - 3.4 Loss of net earnings (limited to 3 months) £3636.00
  - 3.5 Loss of employer's pension contributions @ 5.6 p% of gross earnings (limited to 3 months) £231.80
  - 3.6 Interest on the awards for pecuniary loss @ 8% per annum from 24<sup>th</sup> August 2017 £149.20
4. The total amount payable is therefore £10,552.48

Case: 1801321/2017

Note

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

EMPLOYMENT JUDGE LANCASTER

DATE 20<sup>th</sup> February 2018