



EMPLOYMENT TRIBUNALS

Claimant: Miss J Buckley

Respondent: Department for Work and Pensions

FINAL HEARING

Heard at: Midlands (West) (in public; by CVP)

On: 15 to 18 June 2021

Before: Employment Judge Camp

Members: Mr R Virdee
Mr C Greatorex

Appearances

For the claimant: in person

For the respondent: Mr E Beever, counsel

JUDGMENT

- (1) The respondent breached the duty to make reasonable adjustments in relation to the claimant by:
 - a. failing to provide her with a Roger Pen or other effective device to assist her with telephone calls from approximately March 2019 until 4 February 2020;
 - b. failing to provide microphones to assist the claimant's participation in meetings and training from approximately March 2019 until 4 February 2020;
 - c. failing to decide that the claimant could work full time hours over 4 days a week with either Fridays or Mondays off.
- (2) The claimant's claims for breaches of the duty to make reasonable adjustments before 2019 fail because of time limits.
- (3) The respondent did not directly discriminate against the claimant by refusing the claimant's application to work full time hours over 4 days a week, Monday to Thursday.
- (4) Reasons were given orally. Written reasons will not be provided unless they are asked for by a written request presented by either party within 14 days of the sending of the written record of the decision.

Employment Judge Camp

18 June 2021