



**EMPLOYMENT TRIBUNALS**

**BETWEEN**

**Claimant**

**Respondent**

**AND**

**S. ROBINSON**

**NDC POLIPAK LTD.**

**JUDGMENT OF THE EMPLOYMENT TRIBUNAL**

**HELD AT:** Birmingham via CVP  
**ON:** 15 -19 & 22 - 24 February 2021

**EMPLOYMENT JUDGE** Algazy QC  
**MEMBERS:** Dr. G. Hammersley  
Ms S. Campbell

**Representation**

**For the Claimant:** In Person

**For the Respondent:** Mr J. Munro - Solicitor

**J U D G M E N T**

**Upon** the respondent's undertaking to pay the claimant a sum equivalent to 1 week's salary at half pay by 1 March 2021

**And upon** the claimant withdrawing her claim for unpaid annual leave

**The unanimous judgement of the Tribunal is that:**

1. The claim for constructive unfair dismissal is not well founded and is dismissed.
2. The Tribunal does not have jurisdiction to hear any claims of discrimination that occurred before 4 July 2019 and it is not just and equitable to extend time.
3. The claims for direct disability discrimination are not well founded and are dismissed.
4. The claim for failures to make reasonable adjustments is not well founded and is dismissed.

5. The claim for harassment related to disability is not well founded and is dismissed.
6. The claim for victimisation is not well founded and is dismissed.
7. The claim for unauthorised deductions is not well founded and is dismissed.
8. The claim for breach of contract is not well founded and is dismissed
9. The claim for failure to provide written terms and conditions of employment is not well founded and is dismissed.

Oral reasons having been given, the parties are reminded of Rule 62(3) of Schedule 1 of the 2013 Rules regarding written reasons not being produced unless requested and/or subsequently requested in accordance with Rule 62(3).

If written reasons are requested, the parties are reminded that they will appear on the Employment Tribunal website: <https://www.gov.uk/employment-tribunal-decisions>

24 February 2021  
Employment Judge Algazy QC