



# **EMPLOYMENT TRIBUNALS**

## **BETWEEN**

**Claimant** **and** **Respondent**

**Ms L. Harris**

**King Edward VI Community College**

**Held at: Exeter**

**On: 2-5 May 2023**

**Before: Employment Judge Smail  
Mr K.J. Sleeth  
Mr I Ley**

### **Appearances**

**Claimant:** Mr R. O'Dair (Counsel)  
**Respondent:** Ms D. Grennan (Counsel)

## **JUDGMENT**

1. Contrary to s. 15 of the Equality Act 2010, the Respondent subjected the Claimant to discrimination arising from disability, which it cannot justify, by dismissing her without commissioning an Occupational Health Report assessing the efficacy or otherwise of an 8-week mental health recovery course, provided by a Secondary Mental Health Service, which the Claimant was part-way through at the time of her dismissal.
2. For the same reason, the Claimant was unfairly dismissed by the Respondent.
3. By 19 May 2023, the Respondent must pay the Claimant compensation, including interest, in the total sum of £12,863.32.
4. The claim of failure to make reasonable adjustments fails.
5. Full oral reasons were given at the hearing. If any party requires written reasons, these must be applied for by email within 14 days.

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Employment Judge Smail  
Date: 05 May 2023

Judgment sent to the parties on 18 May 2023

For the Tribunal Office