



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs D Smith

**First Respondent:** Team W Ltd

**Second Respondent:** Wahooti London Ltd

**Third Respondent:** Nicolas Manuel

**Heard at:** London South by CVP

**On:** 13-16 August 2024

**Before:** Employment Judge Hindmarch  
Members: Ms J Forecast  
Mr T Harrington-Roberts

## JUDGMENT

1. The employer of the Claimant was the First Respondent, Team W Ltd
2. The claims of direct disability discrimination are not well-founded and are dismissed.
3. The following complaint of unfavourable treatment because of something arising in consequence of disability is well-founded and succeeds:
  - a. The First Respondent excluding the Claimant from redundancy consultation meetings between 26 July 2022 and 1 August 2022.
4. The remaining complaints of unfavourable treatment because of something arising in consequence of disability are not well-founded and are dismissed.
5. The Claimant is awarded and the First Respondent must pay her a total sum of £14512.14 in damages and compensation for discrimination, made up as follows:
  - a. Financial losses of £4268.33.
  - b. Interest on the above sum at £350.35.
  - c. Injury to feelings of £8500.00.
  - d. Interest on the above sum at £1393.46.

Employment Judge Hindmarch  
19 August 2024