



EMPLOYMENT TRIBUNALS

Claimant: Ms Haile
Respondent: Co-operative Group Limited
Heard at: London South Employment Tribunal
On: 19 January 2024
Before: Employment Judge Dyal, sitting with Ms Cook and Ms Oldfield
Representation:
Claimant: Mr Brown, Solicitor
Respondent: Ms Nicholls, Counsel

JUDGMENT

1. The Claimant was unfairly dismissed.
2. If her remedy is compensation then:
 - a. The basic award shall be reduced by 50% on account of contributory conduct;
 - b. The compensatory award shall be reduced by 75%:
 - i. In the period 29 December 2021 and 18 January 2022 on account of contributory conduct;
 - ii. In relation to any subsequent period on account of *Polkey*.
3. The Claimant was not a disabled person within the meaning of s.6 Equality Act 2010 at the relevant time. Accordingly the complaints of failure to make reasonable adjustments and discrimination arising from disability must fail.
4. The victimisation claim fails.

Employment Judge Dyal

Date 19 January 2024