



EMPLOYMENT TRIBUNALS

Claimant: Ms T Daley

Respondents: (1) Essex Partnership University NHS Foundation Trust
(2) Amare Health

Heard at: East London Hearing Centre (in public)

On: 22, 23, 24, 25 and 29 October 2024

Before: Employment Judge Howden-Evans

Members: Ms R Hewitt
Miss J Clark

Representation:

Claimant: Mr F Clarke, Counsel
Respondent: Ms I Egan, Counsel

JUDGMENT

The unanimous judgment of the Tribunal is as follows:

1. The complaint of direct disability discrimination is not well-founded and is dismissed.
2. The complaint of harassment related to disability is not well-founded and is dismissed.
3. The complaint of unfavourable treatment because of something arising in consequence of disability is not well-founded and is dismissed.
4. The complaint of unauthorised deductions from wages is well-founded. Amare Health made an unauthorised deduction from the claimant's wages in August 2022 for 14 hours work completed on 15th & 16th August 2022.

5. Amare Health shall pay the claimant **£252** which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.

**Employment Judge Howden-Evans
29th October 2024**

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

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Judgments (apart from judgments under rule 52) and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.