EMPLOYMENT TRIBUNALS

Claimant: Mrs T Lynch

Respondent: British Heart Foundation

Heard at: Watford (by video)   **On:** 03, 04, 05 and 06 December 2024

Before: Mrs B Handley-Howorth
Mr S Holford
Employment Judge Russell

Representation
Claimant: Mr S Lynch, lay representative
Respondent: Ms C Elves, counsel

JUDGMENT

1. The complaint of constructive unfair dismissal is not well-founded and is dismissed.

2. The complaint of indirect disability discrimination is not well-founded and is dismissed.

3. The complaint of failure to make reasonable adjustments for disability is not well-founded and is dismissed.

4. The Claim is therefore dismissed in its entirety.

Employment Judge Russell

Date 06 December 2024

JUDGMENT SENT TO THE PARTIES ON

6 January 2025 ....

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FOR THE TRIBUNAL OFFICE

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions
Judgments 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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/