



EMPLOYMENT TRIBUNALS

BETWEEN

CLAIMANT

v

RESPONDENT

Ms E O'Brien

(1) Jacaranda Recruitment Ltd
(2) Ms A Ladbrooke
(3) Mr I Block

Heard at: London South
Employment Tribunal

On: 11, 12, 13 and 14 April 2022

Before: Employment Judge Hyams-Parish

Members: Mr S Goodden and Ms C Bonner

Representation

For the Claimant:

In person but assisted by her husband.

For the Respondent:

Mr J Heard, Counsel.

JUDGMENT

It is the **unanimous** Judgment of the Employment Tribunal that:

- (a) The claim of direct disability discrimination is well founded and succeeds.
- (b) The claim of indirect disability discrimination fails and is dismissed.
- (c) The claim of failing to make reasonable adjustments fails and is dismissed.
- (d) The claim of unfavourable treatment arising in consequence of disability is well founded and succeeds.
- (e) The claim of disability related harassment fails and is dismissed.
- (f) The claim of sex related harassment fails and is dismissed.

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Employment Judge Hyams-Parish
14 April 2022

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.