



EMPLOYMENT TRIBUNALS

Claimant: Ms S Clayton

Respondent: The Chief Constable Of Hertfordshire Constabulary

Heard at: Watford Employment Tribunal
(in public; by video)

On: 14 to 25 October 2024

Before: Employment Judge Quill; Mr J Carroll, Mr A Fryer

Appearances

For the claimant: Ms J Andrews, friend of claimant

For the respondent: Ms V von Wachter, counsel

JUDGMENT

1. The Claimant was not constructively dismissed. That is, there was no dismissal within the definitions in section 95(1)(c) Employment Rights Act 1996 (ERA) or section 39(7)(b) Equality Act 2010 (EQA)
2. The complaints of disability discrimination within the definition in section 21 EQA (failure to comply with a duty to make reasonable adjustments) fail and are dismissed.
3. The complaints of disability discrimination within the definition in section 15 EQA (treating a person unfavourably because of something arising in consequence of their disability) fail and are dismissed.

4. The complaint of harassment related to disability fails and is dismissed.
5. Since there was no dismissal, the complaint of unfair dismissal fails and is dismissed.

Employment Judge Quill

Date: 25 October 2024

JUDGMENT SENT TO THE PARTIES ON
28 November 2024

.....
T Cadman

.....
FOR THE TRIBUNAL OFFICE

Public access to employment tribunal decisions

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. If there are written reasons for the judgment, they are also published. Written reasons have been requested and will be provided in a separate document in due course.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording. You will be required to pay the charges authorised by any scheme in force unless provision of a transcript at public expense has been approved.

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/>