



## EMPLOYMENT TRIBUNALS

Claimant

Respondent

**Ms. Edwina Roughton -Powell**

v

**LRCH Limited**

**Heard at: Birmingham**

**On: 13,14,15 & 16 March 2023**

**Before: Employment Judge Wedderspoon**

**Members : Mr. C. Ledbury**

**Mrs. B.H. Astill**

**Representation:**

**Claimant: In Person**

**Respondents: Miss. Thomas, HR Consultant**

## JUDGMENT

1. The claimant's claim of constructive unfair dismissal is well founded and succeeds.
2. The claim for automatic constructive unfair dismissal is not well founded and is dismissed.
3. The claim for direct disability discrimination is not well founded and is dismissed.
4. The claim for harassment related to disability is not well founded and is dismissed.
5. The claim for detriment arising from public interest disclosure is not well founded and is dismissed.
6. The claims for unlawful deductions and holiday pay are dismissed upon withdrawal.
7. The claimant is awarded £3,264 basic award.
8. The claimant is awarded £500 for loss of statutory rights.
9. The total award is £3,764.
10. No further compensatory award is made.

**Employment Judge Wedderspoon**

16 March 2023