

YOUR WEEKLY BULLETIN OF WIT AND WONDER



## CONJUNCTED PREPOSITION, ANYONE?

Does your grammar matter? And dare you take the quiz..?

## DRIVE ON, PAL

A cabbie's claim for employee perks stalls in tribunal

## PULP FACT

*Can a member of staff please attend to the megastar in aisle 15..?*

## STEEP SENTENCES

How's your grammar?

If your instinctive response to this is:

a. Better, since her hip operation

and/or

b. Are you accusing me of not ritin proper?

you're in good company. Most of us feel defensive about being given the once-over on our fronted adverbials and quite a number of us think subordinate clauses are what the cat has before it goes for our toes in fluffy socks...

But I am deeply competitive, so when I spotted a Yahoo! Quiz on grammar skills, I couldn't resist. And... I scored 10/14. Which is a bit above average but not the stellar performance I was hoping for.



Trouble is, I'm a child of the 70s and teachers just weren't that big on all the grammar rules back then. As long as you could tell a noun from a verb and work out what an adjective was, that was good enough. As a result, I wouldn't recognise a fronted adverbial if it jumped up and bit me and tautology is just a crazy mad term that leaves me in complete and utter bafflement.

Is grammar important? Well, I think playing a guitar beautifully is more impressive than being a person who accurately describes each note and chord the guitarist covered, and at what rhythm and speed. Although I'm sure there will be people who appreciate the latter.

Imagine, though, the satisfaction lost to those who are well-versed in the rules if it all ceased to matter; less and less people noticing that it's NOT LESS, IT'S FEWER!!! \*rage emoji\*

Go on. You know you want to.

<https://uk.yahoo.com/news/quiz-english-grammar-punctuation-141841547.html>

Do the test and let me know your score. (And don't beat yourself up if it's lower than you hoped for. An award-winning author friend of mine still got two wrong.)

DO also share the bad grammar that drives you mad, over on our Facebook page - HERE.

**DEFINITELY SELF EMPLOYED (yes, you read that right)**

In the case of *Clarkson-Palomares v The Secretary of State for Justice 2021*, an Employment Tribunal (ET) considered whether an employer had failed to provide reasonable adjustments as required by the Equality Act 2010 (EA 2010), for a Judge with dyslexia.

In July 2011, Ms Clarkson-Palomares, the Claimant, was appointed as a social security and child support judge. Judgements in the Chamber Ms Clarkson-Palomares worked in were given orally, but parties could request written statements. As the Claimant had dyslexia this meant she required additional time to produce the written statements. During numerous appraisals, issues were raised regarding late and outstanding written statements that were due, resulting in her suffering unreasonable criticism and the threat of disciplinary sanctions against her.

Ms Clarkson-Palomares claimed that her employer failed and delayed to make the reasonable adjustments she had requested which adversely affected her ability to carry out her role. From September 2016 to December 2018 the Claimant claimed her employer had failed to provide her with voice recognition software, and from September 2016 to May 2019 had failed to provide training for use of the software. If Ms Clarkson-Palomares had been able to effectively use the software, this would have enabled her to produce the written statements and the substantial disadvantages she faced as a result of her disability would have been avoided.

Until Ms Clarkson-Palomares had been provided with the voice recognition software in December 2018, she also claimed her employer was in breach of its duty to make reasonable adjustments by failing to provide her with someone to proofread her draft written statements.

While Ms Clarkson-Palomares' claims relating to the voice recognition software and training for the use of the software were brought one month too late, the ET decided it was fair to extend the time limit allowing the Claimant to pursue those claims. The Claimant's claim for the failure of being provided with a proof-reader had been presented five to seven months out of time and the ET concluded that it was not just and equitable to extend time so that part of the claim was dismissed.

Ms Clarkson-Palomares' reasonable adjustments claim was successful as the ET ruled that she had been indirectly discriminated against in relation to the requirement of producing written statements without use of voice recognition software.

Other claims of harassment and discrimination arising from a disability were also dismissed, the latter being because the ET did not find Ms Clarkson-Palomares' appraisal amounted to unfavourable treatment arising from her disability as the criticisms in the appraisal did not solely relate to the Claimant's dyslexia and the complaints regarding the late submission of written statements were found to be a proportionate means of achieving a legitimate aim of upholding judicial standards.

The duty on employers to provide reasonable adjustments covers job applicants, current employees and former employees. This case outlines the risk for employers in not providing adjustments for disabled employees with the ET's decision stating that because the Claimant's employer did not have an appropriate policy or procedure on this subject it caused a "lengthy and problematic chronology of events". Ms Clarkson-Palomares is entitled to receive compensation of an amount that will be decided at a future hearing.

EVENTS SEASON

2021

JUL 19  
Practice Makes  
Perfect  
Masterclass

OCT 6  
Settlement  
Agreement  
Masterclass

NOV 23  
Litigation  
Lessons  
Masterclass



## THE REAL DEAL IN FAKENHAM



If it had been a few days earlier, I would definitely have assumed it was an April Fool but apparently, yes, Hollywood favourite John Travolta really DID show up in the local Morrisons in Fakenham this week.

Much to the amazement of the folk of Norfolk, the Grease and Pulp Fiction megastar, in the area to make an independent film, popped in for a spot of shopping and was happy to pose for selfies and chat.

According to a report on the BBC website, he also dropped into a local Wetherspoons to blow the minds of locals having a mid-morning beer.

'I never thought in a million years that somebody like John Travolta would be in Morrisons,' said Sam Frary from nearby Sculthorpe, who bumped into him in the biscuit aisle.

Here at WG Towers, we like to imagine what he was humming at the time. *You're The Club That I want*, perhaps. Or *Hopelessly Digestive For You*. Or maybe: *Greaseproof Papered Lightning*.

And then we stopped, out of consideration for everyone.

Oh - apart from *Oreo Together... like rama lama lama ka dinga da dinga dong!*

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