



EMPLOYMENT TRIBUNALS

Claimant: Mrs Lyndsay Hall

Respondent: Santander UK PLC

Heard at: Leeds On: 17 January 2020

Before:
Employment Judge JM Wade

Representation

Claimant: Mr Sangha (counsel)

Respondent: Ms Knowles (counsel)

PUBLIC PRELIMINARY HEARING JUDGMENT

- 1 The claimant was a disabled person within the Equality Act definition by reason of depression from December 2017 onwards, but not before.
- 2 The complaints of direct disability discrimination (Sections 39 (2)/13) and victimisation (Sections 39 (3)/27), discernible in the ET1 claim form document at pages 13-31 of today's bundle ("the ET1 particulars") are dismissed.
- 3 The assertion in paragraph 60 that:"She also has a physical impairment..." to "properly or at all" is struck out by consent.
- 4 The complaints at paragraph 4 and 5 of the replies document (pages 39 to 81)("the further particulars") are dismissed as complaints of harassment and Section 15 disability discrimination (but remain to be determined as allegations of conduct without reasonable and proper cause calculated or likely to destroy or seriously damage trust and confidence).
- 5 The claimant's remaining complaints of constructive unfair dismissal, failures to make reasonable adjustments, Section 15 discrimination and harassment continue to a hearing subject to separate case management orders.

Employment Judge JM Wade

Date 17 January 2020

JUDGMENT SENT TO THE PARTIES ON

Case No: 1800789/2019

.....21 January 2020.....

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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 written request is presented by either party within 14 days of the sending of this written record of the decision. Employment tribunal decisions (judgments and reasons for the judgments) are published, in full, online shortly after a copy has been sent to the parties.

