



EMPLOYMENT TRIBUNALS

Claimant: Mrs A Cunliffe

Respondent: The Royal College of Nursing

Heard at: Manchester Employment Tribunal (by video)

On: 10 May 2023

Before: Employment Judge Dunlop

Representation

Claimant: Miss L Dawson (counsel)

Respondent: Miss J Smeaton (counsel)

PRELIMINARY HEARING JUDGMENT

1. The claimant was not a disabled person within s.6 Equality Act 2010 at the time when the alleged discrimination took place, specifically, between May 2021 and September 2022.
2. The claimant's claims of direct discrimination on grounds of disability, discrimination arising from disability and failure to make reasonable adjustments are therefore not well-founded. Those claims are dismissed.
3. The claimant's remaining claims will proceed to hearing as notified to the parties.

Employment Judge Dunlop
Date: 19 May 2023

SENT TO THE PARTIES ON
5 June 2023

FOR EMPLOYMENT TRIBUNALS

Note

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.