



EMPLOYMENT TRIBUNALS

Claimant: Mrs T Eckersall

Respondent: Northern Care Alliance NHS Foundation Trust

Heard at: Manchester and by CVP

On: 16, 17, 19, 20, 23-26 October 2023 (in person)
5 and 6 February 2024 (in Chambers)
7 February 2024 (by CVP)

Before: Employment Judge Eeley
Ms A Gilchrist
Ms V Worthington

Representation

Claimant: In person

Respondent: Ms L Quigley, counsel

JUDGMENT

The unanimous judgment of the Tribunal is that:

1. The complaint of section 15 discrimination arising from disability was not presented within the applicable time limit. It is not just and equitable to extend the time limit. The claim is therefore dismissed.
2. The complaints of direct disability and sex discrimination are not well-founded and are dismissed.
3. The complaint of indirect sex discrimination is not well-founded and is dismissed.
4. The complaint of associative indirect disability discrimination is not well-founded and is dismissed.
5. The complaints of harassment related to sex and disability are not well-founded and are dismissed.
6. The complaint of failure to make reasonable adjustments for disability is not well-founded and is dismissed.

7. The complaint of victimisation is not well-founded and is dismissed.

Employment Judge Eeley

Date: 8 February 2024

JUDGMENT SENT TO THE PARTIES ON
16 February 2024

FOR THE TRIBUNAL OFFICE

Notes

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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. 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/>