



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs K Spencer  
**Respondent:** Robert Walters Operations Ltd  
**Heard at:** Manchester Employment Tribunal  
**On:** 24 September 2020  
**Before:** Employment Judge Dunlop

## Representation

**Claimant:** Miss J Ferrario (Counsel)  
**Respondent:** Mr C Milsom (Counsel)

# JUDGMENT

1. The claimant was not a disabled person within the meaning of s.6 Equality Act 2010 at any point during the period May to November 2019. The claimant's complaints of disability discrimination under the Equality Act 2010 therefore fail and are dismissed.
2. The claimant's complaints of breach of contract (notice pay), breach of contract (failure to provide benefits under a 'Share Save' scheme) and failure to pay a statutory redundancy payment (s.136 Employment Rights Act 1996) are dismissed upon withdrawal.
3. The claimant's remaining claim of unfair dismissal will proceed to a hearing on **5-8 July 2021**.

**Employment Judge Dunlop**  
Date: 29 September 2020

**Case No: 2414971/2019**  
**Code V**

SENT TO THE PARTIES ON

6 October 2020

FOR EMPLOYMENT TRIBUNALS