



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs S Smith

**Respondent:** Health Education England

**Heard at:** Newcastle (by video link).

**On:** 16, 17, 18, 19, 22, 23, 24 and  
25 March 2021  
(16 March in Chambers)

**Before:** Employment Judge S Shore  
Non-Legal Member Ms E Wiles  
Non-Legal Member Mr S Wykes

## Appearances

For the claimant: Mr A Smith, Lay Representative

For the respondent: Mr A Sugarman, Counsel

## JUDGMENT ON LIABILITY

The unanimous decision of the Tribunal is that:

1. The claimant's claim of discrimination because of something arising as a consequence of a disability under section 15 of the Equality Act 2010 ("EA") fails.
2. The claimant's claim of victimisation under section 27(of the EA fails.
3. The claimant's claim that the respondent failed to comply with its duty to make reasonable adjustments under sections 20, 21 and s.39(5) of the EA fails.
4. The claimant's claims that she was harassed by the respondent related to her disability under section 26 of the EA fails.
5. For the avoidance of doubt, any other claim made or intimated by the claimant in her original application or during the course of these proceedings are dismissed upon withdrawal.

Note: This has been a remote hearing. The parties did not object to the case being heard remotely. The form of remote hearing was V - video. It was not practicable to hold a face to face hearing because of the Covid19 pandemic.

Employment Judge Shore  
25 March 2021