



# EMPLOYMENT TRIBUNALS

BETWEEN

Claimant and Respondent

Ms N Indenzu Independence Care Homes Limited

ON: 4 March 2022

BEFORE: Employment Judge K Bryant QC

Appearances:

For the Claimant: Dr R Ibakakombo (lay representative)  
For the Respondent: Ms C Jennings (counsel)

## JUDGMENT ON A PRELIMINARY HEARING

1. The Claimant was disabled within the meaning of section 6 of the Equality Act 2010 as a result of asthma at all times material to her claims. However, symptoms of chest pain and skin irritation from pet allergy as reported to her GP were not linked to her asthma and do not form part of her disability.
2. The tribunal also notes, as the Respondent has already conceded, that the Claimant was also disabled within the meaning of section 6 of the Equality Act 2010 as a result of back pain at all times material to her claims.

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Employment Judge K Bryant QC

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4 March 2022

### Note

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.