



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs K Hunter

**Respondent:** Tameside College

**Heard at:** Manchester Employment Tribunal

**On:** 10, 11, 12, 13, 14 and 17 October 2022

**Before:** Employment Judge Mark Butler  
Ms A Jackson  
Mr BJ McCaughey

## Representation

**Claimant:** In person, assisted by Mr A Christie-Hunter

**Respondent:** Mr J Boyd (of Counsel)

# JUDGMENT

It is the unanimous decision of the tribunal that:

1. The 3 emails on which the claimant brings her public interest disclosure complaints are not public interest disclosures, either individually or collectively. The claims of detriments and automatic unfair dismissal caused by having made public interest disclosures therefore fail and are dismissed.
2. The claimant has not satisfied the tribunal that she had an impairment that met the legal definition of disability at s.6 of the Equality Act. Her claims for disability discrimination therefore cannot succeed and are dismissed.
3. The claimant has been found not to have been unfairly dismissed.
4. For the avoidance of doubt, none of the claims brought by Mr Hunter in this case are well-founded and have all been dismissed.
5. The claimant has requested written reasons. These will be released to the parties once they have completed.

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Employment Judge **Mark Butler**  
Date\_17 October 2022\_\_\_\_\_

JUDGMENT SENT TO THE PARTIES ON  
1 November 2022

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.

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