



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms A Gallagher  
**Respondent:** Locala Community Partnerships CIC

**Heard at:** Leeds Employment Tribunal  
**Before:** Employment Judge Deeley, Mr L Priestley and Mr W Roberts

**On:** 2, 3, 6 and 7 March 2023

**Representation:**

**Claimant:** Mr J Townend (lay representative) with assistance from Mr E McGurk (lay representative)  
**Respondent:** Miss R Levine (Counsel)

## JUDGMENT

1. The claimant's condition of acute stress reaction did not constitute a 'disability' for the purposes of section 6 of the Equality Act 2010 at the relevant time (i.e. 18 June 2020 to 7 May 2021).
2. The claimant's complaint of failure to make reasonable adjustments under sections 20 and 21 of the Equality Act 2010 fails and is dismissed.
3. The claimant's complaints of direct race discrimination under section 13 of the Equality Act 2010 fails and is dismissed.
4. The claimant's complaint of victimisation under section 27 of the Equality Act 2010 relating to the disciplinary investigation that commenced in late April 2022 (identified at paragraph 68 of Employment Judge McAvoy News' record of the preliminary hearing on 12 May 2022) fails and is dismissed.
5. All other complaints of victimisation under section 27 of the Equality Act 2010 (identified at paragraphs 69 of Employment Judge McAvoy News' record of the preliminary hearing on 12 May 2022) are dismissed upon withdrawal by the claimant on the first day of the hearing (with the consent of the respondent) i.e.:
  - 5.1 that in June/July 2020, the respondent failed to provide the claimant with support meetings on her return to work;

- 5.2 that from 18 June 2020 to May 2021 that the respondent refused permission for AMG to work 3 days per week from home and 2 days per week from the office.
- 5.3 that in December 2020, the respondent refused permission for the claimant to work at a vaccination centre.

## NOTES

- 1. Oral reasons were provided for this decision at the hearing on 7 March 2023.

*Employment Judge Deeley*

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**Employment Judge Deeley**  
**7 March 2023**

JUDGMENT SENT TO THE PARTIES ON

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FOR EMPLOYMENT TRIBUNALS

### **Written reasons**

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 judgments**

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