



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms Emma Crawford

**Respondent:** Key Child Care (Holdings) Ltd

## PRELIMINARY HEARING

**Heard at:** Midlands (West) (in public; by CVP)

**On:** 23 June 2023

**Before:** Employment Judge Camp

### Appearances

For the claimant: Mr T Wood, counsel

For the respondent: Mr D Jones, counsel

## JUDGMENT

1. At all relevant times – being September 2021 to January 2022 – the claimant had a disability in accordance with section 6 of the Equality Act 2010, namely depression and anxiety, with panic attacks.
2. Reasons for the above decision were given orally at the hearing. Written reasons will not be provided unless asked for by a written request presented by any party within 14 days of the sending of this written record of the decision.
3. All and any complaints of direct disability discrimination are by consent dismissed upon withdrawal in accordance with rules 51 and 52 of the Rules of Procedure.

Employment Judge Camp  
23 June 2023