



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs Tammy Hackney

**Respondent:** Cidari Multi Academy Trust

**Heard at:** Manchester

**On:** 6, 7, 8, 9, 10 and 13  
November 2023 and 19, 20,  
21, 22 and 23 February 2024

**Before:** Employment Judge Cookson  
Ms K Fulton  
Mr P Dobson

## REPRESENTATION:

**Claimant:** In person supported by her husband

**Respondent:** Mrs Rule-Mullen (solicitor)

# JUDGMENT

The unanimous judgment of the Tribunal is as follows:

1. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed. Remedy will be determined at a later date.
2. The claimant's complaints of direct disability discrimination, discrimination because of something arising in consequence of disability and a failure to make reasonable adjustments are not well-founded and are dismissed.
3. The claimant lodged a claim which referred to a claim for breach of contract and statutory redundancy payment. Those complaints have not been pursued and are dismissed.

**Employment Judge Cookson  
5 March 2024**

Judgment sent to the parties on:

18 March 2024  
For the Tribunal:

**Note**

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

**Public access to employment tribunal decisions**

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**Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>