



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss K Hargreaves

**Respondents:** 1. Ian Ambrose  
2. Dynamic Assistance Limited  
3. Christopher Smith  
4. First Legal Solicitors  
5. Karl Swindlehurst

## JUDGMENT ON A PRELIMINARY ISSUE

**Heard at:** Manchester

**On:** 21 and 22 March 2024

**Before:** Employment Judge Batten (sitting alone)

**Representatives:**

**Claimant:** in person

**Respondent:** T Hussain, litigation consultant

## JUDGMENT

1. The claimant was not a disabled person at the material time; and
2. The fifth respondent is dismissed from these proceedings because the only allegation brought against him is about disability discrimination.

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Employment Judge Batten

Date: 22 March 2024

JUDGMENT SENT TO THE PARTIES ON  
2 April 2024

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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Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

**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/>