



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Gary Baker and Ms Lisa Spinks

**Respondent:** Secretary of State for Justice

**Heard at:** Reading **On: 20, 21, 22, 23, 24, 28 and 29  
May 2024**

**Before:** Employment Judge Gumbiti-Zimuto  
Members: Ms A Brown and Ms C Tufts

## Appearances

**For the Claimant:** Miss J Twomey, counsel  
**For the Respondent:** Mr J Chegwidden, counsel

## JUDGMENT

1. The claimants' complaints of discrimination arising from disability, failure to make reasonable adjustments, and health and safety detriment are not well founded and are dismissed.
2. Lisa Spinks complaints of unfair dismissal are not well founded and are dismissed.

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Employment Judge Gumbiti-Zimuto  
Date: 29 May 2024

Sent to the parties on: 11 June 2024

For the Tribunals Office

### Note

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 decisions:**

All 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.