



EMPLOYMENT TRIBUNALS

Claimant: Mrs Kate Ashcroft

Respondent: Sandfields Pharma Limited

Heard at: Cardiff, by video

On: 11 & 12 July 2024

Before: Employment Judge S Jenkins
Mrs J Beard
Mr P Collier

Representation

Claimant: In person

Respondent: Mr A Leonhardt (Counsel)

JUDGMENT

1. The Claimant's complaint of discrimination arising from disability fails and is dismissed.
2. The Claimant is ordered to pay the Respondent's costs in the sum of £4,600.00.

Employment Judge S Jenkins

Date: 12 July 2024

JUDGMENT SENT TO THE PARTIES ON 15 July 2024

FOR THE TRIBUNAL OFFICE Mr N Roche

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at 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/>