



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss Alexandra Saffer

**Respondent:** University of Salford

**Heard at:** Manchester

**On: 12 – 16 August 2024**

**Before:** Employment Judge Cookson  
Ms A Jackson  
Mr BJ McCaughey

## REPRESENTATION:

**Claimant:** In person

**Respondent:** Ms Kaye (counsel)

# JUDGMENT

It is the unanimous decision of the Tribunal that:

1. For the purposes of section 95 of the Employment Rights Act 1996 (“ERA”) the claimant did not terminate the contract under which she was employed in circumstances in which she was entitled to terminate it without notice by reason of the employer’s conduct. The claimant’s complaint of unfair dismissal is not well-founded and is dismissed.
2. The complaints of failure to make reasonable adjustments for disability are not well-founded and are dismissed.

Employment Judge Cookson  
Date 16 August 2024

SENT TO THE PARTIES ON:  
20 August 2024

FOR THE TRINUNAL:

**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](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/>