



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss Natalie Hughes

**Respondent:** The City of Liverpool College

**Heard at:** Liverpool Employment Tribunal (by CVP)

**On:** 2, 3 and 4 September 2024

**Before:** Employment Judge Dunlop  
Mr A Murphy  
Mr R Cunningham

## Representation

**Claimant:** In person

**Respondent:** Mrs K Skeaping (Solicitor)

# JUDGMENT

1. The claimant's complaint of discrimination arising from disability (s.15 Equality Act 2010) is not well-founded.
2. The claimant's complaint that the respondent failed to make reasonable adjustments (ss.20-21 Equality Act 2010) is not well-founded.
3. The claimant's complaint of unfair dismissal is not well-founded.
4. The claim is dismissed.

Employment Judge Dunlop  
Date: 4 September 2024

5 September 2024

FOR EMPLOYMENT TRIBUNALS

**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/>