



EMPLOYMENT TRIBUNALS

Claimant

Ms S Oxborough

v

Respondent

Sainsbury's Supermarkets Limited

Heard at: Sheffield

On: 25 and 26 November 2024

Before: Employment Judge James
Ms M Conlon
Mr M Elwen

Representation

For the Claimant: In person, supported by her friend Mr R Moodey

For the Respondent: Mr R Winspear, counsel

JUDGMENT

- (1) The claim for unfair dismissal (s.94 Employment Rights Act 1996) is not upheld and is dismissed.
- (2) The claim for direct disability discrimination (s.13 Equality Act 2010) is not upheld and is dismissed.
- (3) The claim of unfavourable treatment (s.15 Equality Act 2010) is not upheld and is dismissed.

Employment Judge James
North East Region

Dated 26 November 2024

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/>