



EMPLOYMENT TRIBUNALS

Claimant: Miss Allison Newey

Respondent: Encompass Care Organisation UK

Heard at: Southampton employment tribunal by video
On: 1 April 2025

Before: Employment Judge Rayner

Representation

Claimant: Mr Hall, layperson and claimant's partner

Respondent: Miss A Rumble Counsel,

JUDGMENT

1. Save as set out in the case management order of Employment Judge Rayner of 1 April 2025, the claimant's application to amend her claim, by the addition of allegations in respect of a failure to make reasonable adjustments contrary to section 20 Equality Act 2010, are refused.
2. Save as set out in the case management order of Employment Judge Rayner of 1 April 2025 the claimant's application to amend her claim by the addition of additional claims of discrimination for a reason arising from disability, contrary to section 15 of the Equality Act 2010 are refused.
3. The claimant's application to amend her claim by the addition of a claim of indirect discrimination contrary to section 19 of the Equality Act 2010 is refused.
4. The remainder of the claimant's claims, as amended, will be heard by an Employment Tribunal sitting at Southampton on the 19,20,21,22 and 23 January 2026.

Approved by
Employment Judge Rayner
Date 10 April 2025

JUDGMENT SENT TO THE PARTIES ON
28 April 2025 By Mr J McCormick
FOR THE TRIBUNAL OFFICE

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/>