



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms J Hannan

**Respondent:** Commissioners for His Majesty's Revenue and Customs

**Heard at:** Cardiff

**On:** 19, 20, 21, 22 & 23 May  
2025

**Before:** Employment Judge R Harfield  
Ms R Hartwell  
Ms M Walters

## REPRESENTATION:

**Claimant:** Mr Brenton (lay representative)

**Respondent:** Mr Peto (Counsel)

## JUDGMENT

The unanimous judgment of the Tribunal is as follows:

1. The complaints of constructive unfair dismissal, direct disability discrimination, discrimination arising in consequence of disability, victimisation, harassment related to disability and failure to make reasonable adjustments are not well-founded and are dismissed.

**Approved by:**  
**Employment Judge R Harfield**  
**23 May 2025**

Judgment sent to the parties on:

09 June 2025  
For the Tribunal:

Adam Holborn

**Note**

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

**Public access to employment tribunal decisions**

Judgments (apart from judgments under rule 51) 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.