



EMPLOYMENT TRIBUNALS

Claimant: Ms J Wilkinson

Respondent: Cleveland Fire Authority

Heard at: Middlesbrough Employment Tribunal

On: 9-12 June 2025, 13 June 2025 (deliberations), 24 July 2025

Before: Employment Judge L Robertson
Ms E Wiles
Mrs C Hunter

Representation

Claimant: Mr D Cahill (lay representative). Claimant also in attendance.

Respondent: Miss B Clayton, counsel. Mr P Devlin, solicitor, also in attendance.

JUDGMENT

The unanimous judgment of the Tribunal is as follows:

Unfair Dismissal

1. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.

Unfavourable treatment because of something arising in consequence of disability

2. The complaint that the claimant's dismissal was unfavourable treatment because of something arising in consequence of disability is well-founded and succeeds.
3. The remaining complaint of unfavourable treatment because of something arising in consequence of disability is not well-founded and is dismissed.

Victimisation

4. The complaint of victimisation is not well-founded and is dismissed.

L Robertson

Employment Judge L Robertson

Date signed: 31 July 2025

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/>