



EMPLOYMENT TRIBUNALS

Claimant: Miss C Graves

Respondent: Hilton Nursing Partners Ltd

Heard at: London South Employment Tribunal (by video)

On: 8 (reading day), 9, 10 & 11 September 2025

Before: Employment Judge Armstrong
Tribunal Member Foster-Norman
Tribunal Member Mardner

Representation

Claimant: Mr J Yamba (regulated foreign lawyer)

Respondent: Mr I Hurst (solicitor)

JUDGMENT

1. The complaint of automatically unfair dismissal for making a protected disclosure is not well-founded and is dismissed.
2. The complaint of being subjected to detriment for making a protected disclosure is not well-founded and is dismissed.
3. The complaint of direct disability discrimination is not well-founded and is dismissed.
4. The complaint of failure to make reasonable adjustments for disability is not well-founded and is dismissed.
5. The complaint of pregnancy and maternity discrimination is not well-founded and is dismissed.
6. The complaint of unfavourable treatment because of something arising in consequence of disability is well-founded and succeeds.
7. The case shall be listed for a remedy hearing and a separate case

management order has been issued.

Employment Judge **Armstrong**

12 September 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/>