



EMPLOYMENT TRIBUNALS

Claimant: Ms K Jenkinson

Respondent: 1.Nurture Childcare Services Limited
2.Pebbles Care Limited

Heard at: Manchester, by CVP On: 23 July 2025.

Before: Employment Judge KM Ross

REPRESENTATION:

Claimant: In person

Respondent: 1. Did not attend
2. Ms Rookes, solicitor

JUDGMENT

1.The claimant is a disabled person within the meaning of s6 Equality Act 2010 by reason of Attention Deficit Hyperactivity Disorder “ADHD” and was whilst employed by the respondent

Approved by Employment Judge Ross
Date:24 July 2025

Judgment sent to the parties on:
Date: 16 September 2025

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For the Tribunal:

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/>