



EMPLOYMENT TRIBUNALS

Claimant: Mrs Huma Lacey

Respondent: Manchester University NHS Foundation Trust

Heard at: Manchester

On: 2-12 September 2024

Before: Employment Judge Cookson
Mrs Linney
Ms Hillon

REPRESENTATION:

Claimant: In person

Respondent: Mr Sugarman (counsel)

JUDGMENT

It is the unanimous decision of the Tribunal that:

1. The name of the respondent is amended to that shown above.
2. For the complaints of harassment related to disability contrary to s26 of the Equality Act 2010 (EqA), failure to make reasonable adjustments for disability contrary to s20/21 of the EqA, and victimisation contrary to s27 of the EqA, are not well-founded and are dismissed.
3. The complaint of indirect disability discrimination contrary to s19 of the EqA is dismissed on withdrawal.

Employment Judge Cookson

Date 13 September 2024

18 September 2024

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/>