



EMPLOYMENT TRIBUNALS

Claimant: Mrs J Y Ramshaw

Respondent: Amazon UK Services Ltd

Heard at: Newcastle upon Tyne

On: 19 June 2025

Before: Employment Judge Heather

REPRESENTATION:

Claimant: In person

Respondent: Mr P Lockley (Counsel)

Interpreter: Ms Chun-Shan Tsai

PRELIMINARY HEARING IN PUBLIC JUDGMENT

The judgment of the Tribunal is as follows:

Strike out of claim

1. The complaints of:

1.1 public interest disclosure detriment (whistleblowing);

1.2 sex discrimination; and

1.3 age discrimination

are struck out under Employment Tribunal Rule 38(1)(a) because they have no reasonable prospect of success.

Disability

2. At the relevant times the claimant was a disabled person as defined by section 6 Equality Act 2010 because of musculoskeletal impairment to her shoulder.
3. The complaints of direct disability discrimination and/or failure to make reasonable adjustments and/or harassment can therefore proceed.

Approved by:
Employment Judge Heather
24 June 2025

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 shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.