



EMPLOYMENT TRIBUNALS

Claimant: Ms H Croucher
Respondent: Herts Urgent Care (HUC) Limited

Heard at: Bristol (by CVP) **On:** 25 November 2025
Before: Employment Judge Halliday

REPRESENTATION:

Claimant: Did not attend
Respondent: Mr Bunting (Counsel)

PRELIMINARY HEARING IN PUBLIC JUDGMENT

1. At the relevant times (4 November 2024 to 5 March 2025) the claimant was not a disabled person as defined by section 6 Equality Act 2010 because of a tumour of the sinuses.
2. The complaints of unfavourable treatment because of something arising in consequence of disability and/or failure to make reasonable adjustment are therefore dismissed. The remaining complaints of harassment, victimisation, unlawful deductions and breach of contract will proceed to final hearing on 1st to 5th June 2026 as listed.

**Approved by:
Employment Judge Halliday
25 November 2025**

Judgment sent to the parties on
13 December 2025

Jade Lobb
For the Tribunal

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.