



# 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 1<sup>st</sup> to 5<sup>th</sup> 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](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.