



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms A Muka

**Respondent:** Barclays Bank UK Plc

## JUDGMENT OF THE EMPLOYMENT TRIBUNAL

**Heard at:** Reading Employment Tribunal (by CVP video)

**On:** 14 November 2025

**Before:** Employment Judge Kelly (sitting alone)

### Appearances

For the claimant: In person

For the respondent: Mr Crozier of counsel

## JUDGMENT

### The Judgment of the Employment Tribunal is that:

1. The claimant's claims for public interest disclosure detriment and indirect disability discrimination are dismissed.
2. The claimant's claim for direct disability discrimination relating to the following allegations is dismissed:
  - 2.1 The respondent delayed the final disciplinary hearing until the displacement leave so that the claimant could not apply for alternative decisions or appeal the redundancy decision;
  - 2.2 On 26 June 2023, the respondent made wrong accusations against the claimant of using her mobile phone for appointments, having a low level of AWS calls and booking her own appointments;
  - 2.3 On 9 Aug 2024, the respondent withdrew the claimant's access to her laptop which meant she could not access information to defend herself from disciplinary allegations.

3. The claimant's claim for discrimination arising from disability relating to the following allegations is dismissed:
  - 3.1.1 In 2023 and the start of 2024, the annual review score was downgraded due to the claimant's medical condition;
  - 3.1.2 In January 2024, the claimant's annual review rating was completed while she was on sickness absence due to her condition, so she did not have the chance to comment and influence the rating;
  - 3.1.3 The claimant's selection for redundancy was based on performance reviews which were affected by her disability;
  - 3.1.4 The respondent subjected the claimant to a disciplinary process which started in May 2023 and ended in a disciplinary hearing in November 2024.
4. The reason for the dismissal of the above claims is that the claimant is estopped from bringing the claims on the basis of the rule in Henderson v Henderson.
5. The claimant's claims for direct disability discrimination and discrimination arising from disability as identified in section 47 of the Case Summary of 14 November 2025 are not dismissed.

**Employment Judge Kelly**

Approved on 14 November 2025

Sent to the parties on:

10 December 2025

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For the Tribunal Office:

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**Note**

Written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

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