



EMPLOYMENT TRIBUNALS

Claimant: Miss A Gorman

Respondent: Tyne and Wear Fire and Rescue Service

Heard at: Newcastle upon Tyne

On: 12 – 16 January 2026 and
10 February 2026

Before: Employment Judge Heather

REPRESENTATION:

Claimant: Mr T Benjamin (Counsel)

Respondent: Mr R Quickfall (Counsel)

JUDGMENT

The judgment of the Tribunal is as follows:

Time limit: claim in time

1. The complaints of indirect sex discrimination, failure to make reasonable adjustments were presented within the applicable time limit.

Just and equitable time limit: claim out of time

2. The complaint of failing to comply with the recommendations made by occupational health professionals ((constructive) unfair dismissal) was not presented within the applicable time limit. It is not just and equitable to extend the time limit. The complaint in relation to failing to comply with the recommendations made by occupational health professionals is therefore dismissed.

Disability

3. At the relevant times the claimant was not a disabled person as defined by section 6 Equality Act 2010 because of:

- i. shin splints;
 - ii. increased bone and joint pain and tendon weakening due to musculoskeletal syndrome of early surgical menopause
4. The complaints of unfavourable treatment because of something arising in consequence of disability and failure to make reasonable adjustments are therefore dismissed.

Unfair Dismissal

5. The complaint of (constructive) unfair dismissal is not well-founded and is dismissed.

Indirect discrimination

6. The complaint of indirect sex discrimination is not well-founded and is dismissed.

Harassment

7. The complaint of harassment related to disability is not well-founded and is dismissed.

**Approved by:
Employment Judge Heather
11 February 2026**

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

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