Case number: 6002138/25

EMPLOYMENT TRIBUNALS

Claimant: Miss Irene Noon

Respondent: Little Oaks Nursery Leeds Limited

Heard at: Leeds **On:** 17, 18, 19, 20 March 2026

Before: Employment Judge Elliott

Representation:

For the claimant: Angie Noon, sister
For the respondent: Mark Williams, counsel

JUDGMENT

The judgment of the Tribunal is as follows:

1. The complaint of unfair dismissal is not well-founded and is dismissed.

2. The complaint of unfavourable treatment because of something arising in consequence of disability is not well-founded and is dismissed.

3. The complaint of failure to make reasonable adjustments in respect of shopping was not presented within the applicable time limit. It is not just and equitable to extend the time limit. The claim is therefore dismissed.

4. The complaints of failure to make reasonable adjustments in respect of cleaning and a sink are not well-founded and are dismissed.

Approved by:
Employment Judge Elliott
20 March 2026

Note
Summary reasons for the judgment were given orally at the hearing. Written summary 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 written full 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.