



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant
Ms Billingham

Respondent
United Care Ltd

AND

JUDGMENT OF THE EMPLOYMENT TRIBUNAL ON A PRELIMINARY HEARING

HELD AT Midlands West

ON

16 March 2026

EMPLOYMENT JUDGE Harding

Representation

For the Claimant: No Attendance

For the Respondent: Mr Ridgeway, Tribunal Advocate

JUDGMENT

1 The claimant has not proved that she was a disabled person at the relevant time (19 December 2023 – 2 October 2024). Accordingly, the claims of discrimination because of something arising in consequence of disability, harassment related to disability and a failure to make reasonable adjustments fail and are dismissed.

2 The claims of victimisation and whistleblowing detriment are unaffected by this judgment and will continue.

Case Number: 6020278.24

Case No:6020278.24

Employment Judge Harding

Approved on: 16 March 2026

Note: written reasons will not be provided unless requested at the Hearing itself or in writing within 14 days of the sending of the written record of the decision, Rule 62(3).