



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs D Hetherington

**Respondent:** Cumberland Council

**Heard at:** Manchester (by CVP)

**On:** 12-14 and 19 January  
2026

**Before:** Employment Judge Phil Allen (sitting alone)

## REPRESENTATION:

**Claimant:** In person

**Respondent:** Miss K Barry, counsel

# JUDGMENT

The judgment of the Tribunal is that:

1. The complaint of unfavourable treatment because of something arising in consequence of disability is not well-founded and is dismissed.
2. The complaint of indirect disability discrimination is not well-founded and is dismissed.
3. The complaints of failure to make reasonable adjustments for disability are not well-founded and are dismissed.
4. The complaints of harassment related to disability are not well-founded and are dismissed.

Employment Judge Phil Allen

19 January 2026

JUDGMENT SENT TO THE PARTIES ON

25 March 2026

FOR THE TRIBUNAL OFFICE

**Notes**

Reasons for this Judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

**Public access to employment tribunal decisions**

Judgments 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.

**Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>