



EMPLOYMENT TRIBUNALS

Claimant: Mrs D Robinson

Respondent: UPS (SCS) Ltd

Heard at: Newcastle upon Tyne (by CVP)

On: 16 March 2026

Before: Employment Judge Heather

REPRESENTATION:

Claimant: Miss Reed (counsel)

Respondent: Mr John (counsel)

PRELIMINARY HEARING IN PUBLIC JUDGMENT

The judgment of the Tribunal is as follows:

Disability

1. At the relevant times (14 January 2025 to 29 April 2025) the claimant was a disabled person as defined by section 6 Equality Act 2010 because of (i) anxiety; and (ii) depression.
2. The complaints of (i) direct disability discrimination; (ii) unfavourable treatment because of something arising in consequence of disability; (iii) failure to make reasonable adjustments; (iv) harassment related to disability; and (v) victimisation can therefore proceed.

Costs

3. The claimant's application for costs is dismissed.

Case number: 2500595.2025

**Approved by:
Employment Judge Heather**

16 March 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

Judgments (apart from judgments under rule 51) and 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.