



EMPLOYMENT TRIBUNALS

Claimant: Miss K Graham

Respondent: Shine Care Limited

Heard at: Newcastle **On:** 20 - 21 April 2026

Before: Employment Judge Moss

Appearances

For the claimant: In person

For the respondent: Mr J Horney (Litigation Consultant)

JUDGMENT

1. The claimant's complaints of harassment are not well founded and are dismissed.
2. The claimant's complaints of direct disability discrimination are not well founded and are dismissed.
3. The claimant's complaints of discrimination in consequence of something arising from disability are not well founded and are dismissed.
4. The claimant's complaint of victimisation is not well founded and is dismissed.

Employment Judge Moss

21 April 2026

Note

Summary 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.