



## **EMPLOYMENT TRIBUNALS**

**Claimant: Ms L. McMullen**

**Respondent: T3 Security Limited**

**On: 21 April 2026**

**At:- Newcastle upon Tyne Employment Tribunal**

**Appearances:**

**Claimant: In person**

**Respondent: Mr. Curtis (of counsel)**

**Before: Employment Judge T.R. Smith**

### **Judgement**

1. The complaints of direct disability discrimination, discrimination arising from disability,, disability related harassment and a failure to make reasonable adjustments were not presented within the applicable time limit, and it is not just and equitable to extend the time limit.
2. The claim under claim number 6006019/2025 is therefore dismissed and the hearing listed for 07 to 15 July 2026 vacated.
3. The respondents claim for costs is dismissed on withdrawal.

Employment Judge TR Smith

Judge's signature

Date signed 21 April 2026

### **Notes**

Full oral reasons for the 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/>