



# EMPLOYMENT TRIBUNALS

## Claimant

## Respondents

Mrs I Slade

v

The Home Office

**Heard at:** Watford, in person

**On:** 7-10 and 14 April 2026 (and in private on 13 April 2026)

**Before:** Employment Judge Hyams

**Members:** Ms S Johnstone  
Ms S Wellings

## Representation:

**For the claimant:** In person

**For the respondent:** Mr Robert Dunn, of counsel

## UNANIMOUS JUDGMENT ON LIABILITY

1. The claimant's claim of unfavourable treatment within the meaning of section 15 of the Equality Act 2010 ("EqA 2010") does not succeed and is dismissed.
2. The claimant's claim that the respondent failed to make a reasonable adjustment within the meaning of section 20(3) of the EqA 2010, contrary to section 39(5) of that Act, does not succeed and is dismissed.
3. The claimant's claim of harassment within the meaning of section 26(1) and (4) of the EqA 2010 (the unwanted conduct being claimed to be related to the protected characteristics of race, religion and disability), contrary to section 40 of that Act, does not succeed and is dismissed.
4. The claimant's claim that she was discriminated against directly because of race, and/or religion, and/or age, and/or disability, contrary to sections 13 and 39(2) of the EqA 2010, does not succeed and is dismissed.
5. The claimant's claim for payment in lieu of notice does not succeed and is dismissed.

**Approved by Employment Judge Hyams**

Date: 15 April 2026

SENT TO THE PARTIES ON

18 May 2026

FOR THE TRIBUNAL OFFICE

## **Notes**

Full reasons for the judgment having been given orally at the hearing and no request for written reasons having been made at that hearing, written reasons will not be provided in this case unless a written request is presented by either party within 14 days of the sending of this written record of the decision. If written reasons are provided in this case then they will be full written reasons and will accordingly be placed online.

All judgments (apart from judgments under Rule 51) and any full written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

[www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/](http://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/)