



EMPLOYMENT TRIBUNALS

Claimant: Leighann Jordan

Respondent: Marks and Spencer PLC

FINAL HEARING

Heard at: Bury St Edmunds (in public; by video) **On:** 8, 9, 10 June 2026

Before: Employment Judge Boyes (sitting alone)

Appearances

For the Claimant: representing herself, (John Heffernan, Claimant's husband, present for support)

For the Respondent: Mr O Shaughnessy, counsel

JUDGMENT

The Claimant was disabled at the relevant dates under section 6 of the Equality Act 2010 because of the impairments of anxiety and depression. The Claimant was not disabled at the relevant dates under section 6 of the Equality Act 2010 because of PTSD.

The Claimant's complaint of unfavourable treatment arising from disability under section 15 Equality Act 2010 in respect of the Respondent's decision not to pay her Company Sick Pay is well-founded and succeeds.

The Respondent did not make unauthorised deductions from the Claimant's wages. The complaint of unauthorised deductions from wages is not well founded and is dismissed.

Approved by:

Employment Judge Boyes

Date: 18 June 2026

Sent to the parties on:
12 August 2026

For the Tribunal Office:
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Public access to Employment Tribunal decisions

Judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the Claimant and Respondent in a case.

If there are written full reasons for the judgment, they are also published. Written summary reasons are not published.

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

The reasons given orally were the summary reasons. If a request for written reasons is made (within the time limit), the Tribunal might choose to supply written summary reasons or else the Tribunal might choose to provide the written full reasons.

If written summary reasons are provided, then written full reasons will not be provided unless requested by any party by a written request received by the Tribunal within 14 days of the sending of the written summary reasons.

Recording and Transcription

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. You can access the Direction and the accompanying Guidance here:

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