



EMPLOYMENT TRIBUNALS

Claimant: Ms L Ward

Respondent: Manchester City Council

Heard at: Manchester

On: 28,29 and 30 July 2026

Before: Employment Judge KM Ross, Mr B Rowen and Ms J Rathbone

Representation

Claimant: Self -represented

Respondent: Mr Stenson, counsel

JUDGMENT

It is the unanimous decision of the Tribunal that:

1. The claimant's claim of direct age and race discrimination pursuant to s13 Equality Act 2010 in relation to the failure to shortlist and interview her for the grade 10 role of Workplace Adjustment Hub Manager is not well founded and fails.
2. The claimant's claim for direct disability discrimination pursuant to s13 Equality Act 2010 in relation to the failure to shortlist and interview her for the grade 10 role of Workplace Adjustment Hub Manager is not well founded and fails.
3. The claimant's claim that she was unfavourably treated because of something arising in consequence of disability pursuant to section 15 Equality Act 2010 in relation to the application process for the grade 10 role of Workplace Adjustment Hub Manage is not well founded and fails
4. The claimant's claim for indirect disability discrimination pursuant to section 19 Equality Act 2010 in relation to the respondent's policy of anonymising the application form and process including whether or not candidates potentially qualified for the GIS, is not well founded and fails

5. The claimant's claim for a failure to make reasonable adjustments pursuant to s20-21 Equality Act 2010 in relation to anonymising the application form and application process combined with the way in which the GIS was applied to job applications including whether or not candidates potentially qualified for the guaranteed interview, is not well founded and fails.

Approved by:

Employment Judge KM Ross

30 July 2026

JUDGMENT SENT TO THE PARTIES ON
3 September 2026

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FOR THE TRIBUNAL OFFICE

Notes

Full reasons were given orally at the hearing. Written full reasons will not be provided unless requested by any party at the hearing, or by a written request received by the Tribunal within 14 days of the sending of the written record of the decision.

All judgments (apart from judgments under Rule 51) and any written full 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 claimant(s) and respondent(s).

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/