



EMPLOYMENT TRIBUNALS

Claimant: Mrs G Dawson

Respondent: Care Quality Commission

Heard at: Newcastle upon Tyne (by CVP)

On: 21-25 September 2026

Before: Employment Judge Heather
P Curtis
L Jackson

REPRESENTATION:

Claimant: in person (supported by her daughter, Megan Dawson)

Respondent: Mr S Healy (Counsel)

JUDGMENT

The judgment of the Tribunal is as follows:

Time limit: claim in time

1. The complaints of failure to make reasonable adjustments in relation to interviews on 15 and 16 May 2024 were presented within the applicable time limit and will therefore proceed.
2. The complaint of direct disability discrimination in relation to allocation of work between 6 March 2024 and 30 June 2024 was presented within the applicable time limit and will therefore proceed.

Just and equitable time limit: claim out of time

3. The complaint of failure to make reasonable adjustments in relation to the interview on 12 March 2024 was not presented within the applicable time limit. It is not just and equitable to extend the time limit. The complaint is therefore dismissed.

4. The complaint of direct disability discrimination in relation to interview coaching was not presented within the applicable time limit. It is not just and equitable to extend the time limit. The complaint is therefore dismissed.
5. The complaint of direct disability discrimination in relation to occupational health referral was not presented within the applicable time limit. It is not just and equitable to extend the time limit. The complaint is therefore dismissed.

Unfair dismissal

6. The complaint of unfair dismissal is not well-founded and is dismissed.

Wrongful dismissal (notice pay)

7. The complaint of breach of contract in relation to notice pay is not well-founded and is dismissed. .

Direct discrimination

8. The complaint of direct disability discrimination is not well-founded and is dismissed.

Failure to make reasonable adjustments for disability

9. The complaint of failure to make reasonable adjustments for disability is not well-founded and is dismissed.

**Approved by:
Employment Judge Heather
25 September 2026**

Note

Summary reasons for the judgment were given orally at the hearing. Summary 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.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 51) and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

