Case No. 6022566/2024

EMPLOYMENT TRIBUNALS

Claimant: Ms L Manu

Respondent: Nuffield Health

HELD AT: Manchester (in public; via CVP) **ON:** 23rd, 24th, 25th September 2026

BEFORE: Employment Judge Anderson

REPRESENTATION:

Claimant: In person

Respondent: Mr Bownes (Solicitor)

JUDGMENT

1. The claims for automatically unfair dismissal under s.100 and s.103A Employment Rights Act 1996 are not well-founded and are dismissed.

2. The claims for detriments for having made a public interest disclosure are not well-founded and are dismissed.

3. The claims for victimisation under s.27 Equality Act 2010 are not well-founded and are dismissed.

4. The claims for direct disability discrimination are not well-founded and are dismissed.

5. The claims for failure to make reasonable adjustments are not well-founded and are dismissed.

6. The claim for discrimination arising from disability is not well-founded and are dismissed.

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Employment Judge Anderson

25th September 2026

JUDGMENT SENT TO THE PARTIES ON
23rd October 2026

FOR THE TRIBUNAL OFFICE

Notes

Summary reasons were given orally at the hearing. Written summary 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 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/