Case Number: 2500671/2024

EMPLOYMENT TRIBUNALS

Claimant: **Ms L Spanswick**

Respondent: **Life Vineyard Church**

Heard at: **Newcastle Employment Tribunal**

On: **5, 8-12 June and 19-23 October 2026**

Before: **EJ Jeram, Mr A Lie, Ms D Winter**

Representation
Claimant: In person
Respondent: Ms Z Hussein, employment consultant

JUDGMENT

1. The claimant's complaints of unfair constructive dismissal, discrimination constructive dismissal, direct disability discrimination, harassment related to disability and a failure to make reasonable adjustments are not well founded and are dismissed.

Approved by:

Employment Judge Jeram

23 October 2026

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/