



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms C Cooper

**Respondent:** Resource Management Solutions (NE) Ltd

**Heard at:** Teesside Justice Centre, Victoria Square, Middlesbrough,  
TS1 2AS

**On:** 20<sup>th</sup>, 21<sup>st</sup>, 22<sup>nd</sup> November 2023

**Before:** Employment Judge AEPitt  
Mrs D Newey Mrs S Don

## **Representation**

**Claimant:** In person

**Respondent:** Mr A Willis, Solicitor

# JUDGMENT

1. The claimant was not a disabled person for the purpose of Section 6 Equality Act 2010.
2. The respondent had no knowledge of an impairment which may have amounted to a disability.
3. The claimant was not dismissed because of the protected characteristic of disability.
4. Accordingly the claimant's claim for Direct Discrimination because of a disability is dismissed

Employment Judge AE Pitt

Date 6th December 2023

### **Notes**

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

### **Public access to employment tribunal decisions**

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

### **Recording and Transcription**

Please note that 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, and accompanying Guidance, which can be found here:

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