



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs A Rouse

**Respondent:** Hallmark Care Homes (Leigh-on -Sea) Limited

**Heard:** East London Tribunal Hearing Centre (in person and hybrid)

**On:** 6, 7, 8 and 9 February 2024

**Before:** Employment Judge S Shore

**Members:** Mrs G Forrest  
Mr L O'Callaghan

## Representation

For the claimant: Mr R Jones, Counsel  
For the respondent: Mr A Richardson, Counsel

## FINAL HEARING JUDGMENT

The unanimous decision of the Tribunal is that:

1. The claimant did not meet the definition of 'disabled person' in section 6(2) of the Equality Act 2010 at the relevant time.
2. The claimant's claims of disability discrimination are therefore struck out in their entirety as the Tribunal has no jurisdiction to hear them.
3. The claimant's claim of unfair dismissal fails.

**Employment Judge Shore**  
**Dated: 9 February 2024**