



EMPLOYMENT TRIBUNALS

Claimant: S COBLEY

Respondent: KETTERING GENERAL HOSPITAL NHS FOUNDATION TRUST

Heard at: Watford Employment Tribunal (by video)

On: 11 October 2024

Before: Employment Judge Din (sitting alone)

Representation

Claimant: D Fletcher, Workers of England Union

Respondent: G Deane, counsel, instructed by Capsticks LLP

JUDGMENT

1. The Claimant was not disabled at the relevant time within the meaning of section 6 of the Equality Act 2010.
2. The Claimant's claim for disability discrimination by reason of a failure to make reasonable adjustments under sections 20 and 21 of the Equality Act 2010 is dismissed as having no reasonable prospect of success.
3. The Claimant's claim for disability related harassment under section 26 of the Equality Act 2010 is dismissed as having no reasonable prospect of success.
4. The Claimant's claim for discrimination arising from disability under section 15 of the Equality Act 2010 is dismissed as having no reasonable prospect of success.
5. The Claimant's claims for notice pay and holiday pay shall proceed to final determination.

Employment Judge Din

Date: 11 October 2024

JUDGMENT SENT TO THE PARTIES ON

31/10/2024

FOR THE TRIBUNAL OFFICE

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 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-practice-directions/>