



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs J Cavaghan  
**Respondents:** Estate Research Limited  
Estate Research PC Limited  
**Heard at:** Manchester Employment Tribunal  
**On:** 15<sup>th</sup> September 2021  
**Before:** Employment Judge Howard

## Representation

**Claimant:** In person  
**Respondent:** Ms K Nowell, counsel

# JUDGMENT

The claimant was not a disabled person as provided by S1 and Schedule 1, Part 1 Equality Act 2010 at the relevant time.

Accordingly, her claim of disability discrimination is struck out.

The claimant's claims of discrimination on grounds of sex, pregnancy or maternity and marital status and of harassment are dismissed upon withdrawal.

Employment Judge Howard  
Date: 15<sup>th</sup> September 2021

ORDER SENT TO THE PARTIES ON  
28 September 2021

FOR THE TRIBUNAL OFFICE

### 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.