



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs C Spinks

**Respondent:** Commissioners for His Majesty's Revenue and Customs

**Heard at:** Liverpool (CVP) **On:** 8, 9, 10, 11, 12, 15, 16 and 17 January 2024

**Before:** Employment Judge Horne

**Members:** Ms M Plimley  
Mr J Murdie

## **Representatives**

For the claimant: In person

For the respondent: Mr N Flanagan, counsel

## **JUDGMENT**

This is the unanimous judgment of the tribunal:

1. The respondent did not discriminate against the claimant because of disability.
2. The respondent did not discriminate against the claimant because of anything arising in consequence of her disability.
3. The respondent did not discriminate against the claimant by failing to make adjustments.
4. The tribunal has no jurisdiction to consider the complaint that the respondent harassed the claimant by discussing her subject access request (SAR) dated 14 February 2020. This is because the complaint was presented after the expiry of the statutory time limit and was not presented within such other period as the tribunal considers just and equitable.
5. The respondent did not otherwise harass the claimant in relation to disability.
6. The respondent did not victimise the claimant.
7. The respondent did not subject the claimant to a detriment contrary to section 146 of the Trade Union and Labour Relations (Consolidation) Act 1992.
8. The claim is therefore dismissed.

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Employment Judge Horne

17 January 2024

SENT TO THE PARTIES ON  
20 January 2024

FOR THE TRIBUNAL OFFICE

**Note:**

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party makes a request in writing within 14 days of the date when this judgment is sent to the parties. If written reasons are provided, they will be entered onto the tribunal's online register, which is visible to internet searches.

**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/>