



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr A Bathia  
**Respondent:** Avanti Schools Trust  
**On:** 6 July 2023  
**Before:** Employment Judge Ahmed (sitting alone)  
**At:** Leicester

## Representation

**Claimant:** Ms Louise Whittington of counsel  
**Respondent:** Ms Julie Duane of counsel

## JUDGMENT AT A PRELIMINARY HEARING

The decision of the Tribunal is that:

The Claimant was a disabled person within the meaning of section 6 and Schedule 1 of the Equality Act 2010 by reason of a mental impairment being an anxiety disorder from 17 February 2021.

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Employment Judge Ahmed  
Date: 14 July 2023

JUDGMENT SENT TO THE PARTIES ON

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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.

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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.