



EMPLOYMENT TRIBUNALS

Claimant: Mrs G Sowden

Respondent: Optimal Recruitment Solutions Limited

PRELIMINARY HEARING

HEARD AT: Manchester (by video platform) **On:** 28 August 2024

BEFORE: Employment Judge Batten

REPRESENTATION:

For the Claimant: in person

For the Respondent: M Brain, Solicitor

JUDGMENT

The judgment of the Tribunal is that:

1. the claimant was a disabled person at the material time by reason of anxiety;
2. the correct respondent and employer of the claimant is 'Optimal Recruitment Solutions Limited';
3. The claimant's application to add Melanie Stead as a second respondent fails and is dismissed.

Employment Judge Batten
28 August 2024

JUDGMENT SENT TO THE PARTIES ON:
23 September 2024

FOR THE TRIBUNAL OFFICE

Note

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 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/>