



EMPLOYMENT TRIBUNALS

Claimant: Mrs A Naz

Respondent: The Wise Group Limited

Heard at: Manchester (by CVP) **On:** 17 February 2025

Before: Regional Employment Judge Franey (sitting alone)

Representatives

For the claimant: In person

For the respondent: Ms C Fowlie, solicitor

JUDGMENT AT PRELIMINARY HEARING

Between 8 August 2022 and 22 June 2023 the claimant was a disabled person under section 6 Equality Act 2010 by reason of the combined effects of the physical impairments of sleep apnoea, water retention, lower back pain, lower joint pain, and asthma.

Approved by

Regional Employment Judge Franey

17 February 2025

JUDGMENT SENT TO THE PARTIES ON

7 March 2025

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FOR THE TRIBUNAL OFFICE

Notes

1. 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.

2. 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.

3. 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/>