



EMPLOYMENT TRIBUNALS

Claimant: Miss Georgina Wood

Respondent: (1) RAD Group Limited
(2) Mr Andrew Cochrane
(3) Ms Karen McCarthy-Woods

Heard at: Reading Employment Tribunal (by video)

On: 28 January 2025 and 13 March 2025

Before: Employment Judge Annand

Representation

Claimant: In person, assisted by her mother, Mrs J Wood

Respondent: Mrs Kaur-Singh (Solicitor) on 28 January 2025
Ms Hussain (Representative) on 13 March 2025

JUDGMENT

1. The complaints of direct disability discrimination and discrimination arising from disability were not presented within the applicable time limit, but it is just and equitable to extend the time limit.
2. The Claimant was a disabled person as defined by section 6 of the Equality Act 2010 by virtue of suffering from anxiety and depression, from July 2022 and throughout the relevant period of the Claimant's claims (August 2022 to mid-February 2023).
3. The complaints of direct disability discrimination and discrimination arising from disability can therefore proceed.
4. The Claimant is a disabled person as defined by section 6 of the Equality Act 2010 by virtue of suffering from colitis, but from September 2023 onwards, which is after the relevant period of the Claimant's claims.

Approved by:

Employment Judge Annand

13 March 2025

JUDGMENT SENT TO THE PARTIES ON

14/03/2025

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.

Public access to employment tribunal decisions

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/>