



EMPLOYMENT TRIBUNALS

Claimant: Mrs L Pearson

Respondents: Phase 3 Consulting Ltd

HELD AT: Carlisle (In public by video)

ON: 20 February 2025

BEFORE: Judge Cowx (sitting alone)

REPRESENTATION:

Claimant: Mr Mark Williams of Counsel

Respondent: Mr John Ratledge of Counsel

JUDGMENT

The claimant has a disability which meets the definition of the same at Section 6 of the Equality Act 2010, namely anxiety and depression. The claimant's "Long Covid" or Post Covid 19 Syndrome does not amount to a disability on the particular facts of her case.

Judge Cowx

21 February 2025

JUDGMENT SENT TO THE PARTIES ON

11 March 2025

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.**