



# EMPLOYMENT TRIBUNALS

**Claimant:** SP

**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

**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:

13 March 2025

Amended to anonymise 7 April 2025

JUDGMENT SENT TO THE PARTIES ON

14/03/2025

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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.

### **Public access to employment tribunal decisions**

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### **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/>