



# EMPLOYMENT TRIBUNALS

**Claimant:** Gemma Kentish

**Respondent:** 1. Arthur Financial Limited  
2. Daniel Faulkner

**Heard at:** Southampton

**On:** 30 May 2025

**Before:** Employment Judge Dawson

## Appearances

For the Claimant: Ms Gyane, counsel  
For the Respondents: Mr D Gearing, solicitor

# JUDGMENT

1. Between 22 November 2017 and 18 July 2024 the claimant was disabled by one of, or a combination of, the following physical impairments;
  - a. Endometriosis,
  - b. Pernicious Anaemia,
  - c. Epstein Barr Virus,
  - d. Hypothyroidism,
  - e. Fibromyalgia
2. Case management orders are set out in a separate order.

Employment Judge Dawson

Date 2 June 2025

JUDGMENT SENT TO THE PARTIES ON  
18 June 2025

FOR THE TRIBUNAL OFFICE

## **Notes**

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

Judgments and reasons for the judgments may be published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://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/>

### **Reasons**

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. If written reasons are provided they may be placed online.