



EMPLOYMENT TRIBUNALS

Claimant: Mr. A. Goodier

Respondent: Openreach Ltd.

Hearing: Public Preliminary Hearing (**PPH**)

Heard at: London Central ET (by video/CVP)

On: 30 July 2025

Before: Employment Judge Tinnion

Appearances: For Claimant: Mr. T. Hussain, Litigation Consultant
For Respondent: Mr. J. Ward, Solicitor

JUDGMENT

1. The Claimant was not disabled under the definition set out in s.6 of the Equality Act 2010 because of anxiety during the relevant period, which the parties agreed to be 1 October 2022 – 9 August 2024.
2. The Claimant was not disabled under the definition set out in s.6 of the Equality Act 2010 because of depression during the period 1 October 2022 – 26 September 2023.
3. The Claimant was disabled under the definition set out in s.6 of the Equality Act 2010 because of depression during the period 27 September 2023 – 9 August 2024.

NOTE

4. Reasons for the decisions above were given orally at the PPH. Written reasons will not be provided unless a timely request for written reasons is made within 14 days of receipt of a copy of this Judgment. Absent a timely request for written reasons, written reasons will not be provided unless requested by the Employment Appeal Tribunal or a competent court.
5. This Judgment will be published online after it has been sent to the parties.

Approved (electronically): Employment Judge Tinnion

Date of approval: 30 July 2025

Date sent to parties: 1 August 2025

For the Tribunal: