



# EMPLOYMENT TRIBUNALS

**Claimant:** SP

**Respondent:** (1) RAD Group Ltd  
(2) Andrew Cochrane  
(3) Karen McCarthy-Woods

**Heard at:** Reading **On:** 6, 7, 8 May and 2, 3 July 2025

**Before:** Employment Judge Shastri-Hurst

## Representation

Claimant: DN (lay representative, claimant's mother)  
Respondent: Ms J Veimou (litigation consultant)

# JUDGMENT

1. The claim of direct disability discrimination is not well-founded and fails.
2. The claim of discrimination arising from disability is not well-founded and fails.

Approved by

Employment Judge Shastri-Hurst  
Date: 3 July 2025

JUDGMENT SENT TO THE PARTIES ON  
4/8/2025

FOR THE TRIBUNAL OFFICE

## **Note**

Written reasons will not be provided unless 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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