



EMPLOYMENT TRIBUNALS

Claimant Mr C Ellis
Respondents Apple Retail UK Ltd

Heard at: Southampton ET **On:** 29, 30, 31 July & 1 August 2025

Before: Employment Judge Adrian Hogarth
Mrs Katharine Symonds, Tribunal Member
Mr Kevin Sleeth, Tribunal Member

Appearances

For the claimant: F Levay (Counsel)
For the respondent: B Randle (Counsel)

JUDGMENT

The unanimous decision of the Tribunal is that --

1. The claimant was at all material times disabled (within the meaning of section 6 of the Equality Act 2010) as a result of ADHD. He was not disabled as a result of depression and/or anxiety.
2. The claim for unfair dismissal is not well-founded and is dismissed.
3. The claims for--
 - (a) discrimination arising because of disability,
 - (b) failure to make reasonable adjustments, and
 - (d) harassment on the ground of disability,are not well-founded and are dismissed.

Employment Judge Hogarth
8 August 2025

Sent to the parties on
01 September 2025
For the Tribunal