



EMPLOYMENT TRIBUNALS

Claimant: Mrs D Reardon

Respondent: Torfaen County Borough Council

Heard at: Cardiff **On: 6-8 October & 13-15 October 2025**

Before: Employment Judge C Sharp
Mr A Fryer
Mrs J Beard

Representation:

Claimant: Mr N Clarke (Counsel)

Respondent: Ms T O'Halloran (Counsel)

JUDGMENT

The unanimous judgment of the Tribunal is that:

1. The Claimant's claim of unfair dismissal is not well founded and is dismissed;
2. The Claimant's claim of discrimination arising from disability is not well founded and is dismissed;
3. The Claimant's claim of failure to make reasonable adjustments is not well founded and is dismissed.

Approved by Employment Judge C
Sharp

Dated: 15 October 2025

ORDER SENT TO THE PARTIES ON

30 October 2025

Katie Dickson
FOR THE SECRETARY TO EMPLOYMENT TRIBUNALS

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

Judgments and reasons for the judgments are published, in full, online at 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/>