



EMPLOYMENT TRIBUNALS

Claimant: Ms S Pogmore

Respondent: Sparsholt College Group

Heard at: Bristol **On:** 31st October 2025

Before: Employment Judge P Cadney

Representation:

Claimant: Ms L Millin (Counsel)

Respondent: Mr M Williams (Counsel)

PRELIMINARY HEARING JUDGMENT

The judgment of the tribunal is that:-

- i) The claimant was not at the material times a disabled person within the meaning of s6 Equality Act 2010;
- ii) The claimant's claims of:
 - a) The failure to make reasonable adjustments pursuant to s20/21 Equality Act 2010;
 - b) Discrimination arising from disability pursuant to s15 Equality Act 2010;
 - c) Harassment contrary to s26 Equality Act 2010are dismissed.
- iii) The claimant's claim of victimisation contrary to s27 Equality Act 2010 is dismissed on withdrawal.

(If either party seeks written reasons for the decision as given orally it must apply in writing within 14 days of the date this Judgment is promulgated)

Employment Judge P Cadney
Dated: 31 October 2025

JUDGMENT SENT TO THE PARTIES ON
2 December 2025

Jade Lobb
FOR THE SECRETARY TO EMPLOYMENT TRIBUNALS