



**EMPLOYMENT TRIBUNALS (SCOTLAND)**

**Case No: 4100376/2025**

**Held in Glasgow on 4 December 2025**

**Employment Judge S Cowen**

**Ms Patzka**

**Claimant  
Represented by  
Ms Janusz (solicitor)**

**WRC Recycling Limited**

**FirstRespondent  
Represented by  
Mr Hendley (solicitor)**

**JUDGMENT OF THE EMPLOYMENT TRIBUNAL**

1. The Claimant was disabled with osteoarthritis under the definition in s.6 Equality Act 2010, during the relevant period up to 28 November 2024.

**Date sent to parties**

**05 December 2025**