



EMPLOYMENT TRIBUNALS

Claimant: Mrs A Warren

Respondent: Zigup Plc

Heard at: Newcastle upon Tyne

On: 19 – 22 January 2026

Before: Employment Judge Heather

REPRESENTATION:

Claimant: Mr T Langley (Counsel)

Respondent: Mrs K Skeaping (Solicitor)

JUDGMENT

The judgment of the Tribunal is as follows:

Just and equitable time limit extended

1. The complaint of harassment related to disability in relation to the incident on 29 July 2024 was not presented within the applicable time limit, but it is just and equitable to extend the time limit. The complaint of harassment related to disability in relation to the incident on 29 July 2024 will therefore proceed.

Just and equitable time limit: claim out of time

2. The complaint of harassment related to disability in relation to the cable incident was not presented within the applicable time limit. It is not just and equitable to extend the time limit. The claim is therefore dismissed.

Harassment

3. The complaint of harassment related to disability in relation to failure to offer a face to face occupation health appointment is well-founded and succeeds.

4. The remaining complaints of harassment related to disability are not well-founded and are dismissed.

Failure to make reasonable adjustments for disability

5. The complaint of failure to make reasonable adjustments for disability in relation to failing to offer a face to face occupational health appointment with effect from 14 August 2024 is well-founded and succeeds.
6. The remaining complaints of failure to make reasonable adjustments for disability are not well-founded and are dismissed.

Remedy

7. The respondent shall pay the claimant the following sums:
 - a. Compensation for injury to feelings: **£7,500.00;**
 - b. Interest on compensation for injury to feelings calculated in accordance with the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996: **£ 864.66.**

**Approved by:
Employment Judge Heather
23 January 2026**

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 51) 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.