



EMPLOYMENT TRIBUNALS

Claimant: Ms S Mahmood

Respondent: Sovereign Network Group

RECORD OF A PRELIMINARY HEARING

Heard at: Southampton **On:** 26 – 30 January 2026, 2 – 5 February 2026

Before: Employment Judge Self

Appearances

For the Claimant: In person

For the Respondent: Ms D Grennan - Counsel

JUDGMENT

All Claims of Disability Discrimination are not well-founded and are dismissed.

Approved by
Employment Judge Self
Date: 6 February 2026
Sent to the parties on
18 February 2026
Jade Lobb
For the Tribunal Office