



EMPLOYMENT TRIBUNALS

Claimant: Mr J Meek

Respondent: Cambridgeshire and Peterborough NHS Foundation Trust

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

Heard at: Watford Employment Tribunal (in public; by video)

On: 13 February 2026

Before: Employment Judge Kelly (sitting alone)

Appearances

For the claimant: Ms Ibbotson of counsel

For the respondent: Mr Patel of counsel

JUDGMENT

The Judgment of the Employment Tribunal is that:

1. The claimant had a disability under the Equality Act 2010 in June 2024 by reason of cervical disc herniation with nerve impingement affecting his neck.
2. The claimant did not have such a disability by reason of Depression, Anxiety or Post Traumatic Stress Disorder.

Employment Judge Kelly

Approved on 13 February 2026

Sent to the parties on:

24 February 2026.....

For the Tribunal Office:

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