



EMPLOYMENT TRIBUNALS

Claimant: Ms Z Sheppard
Respondent: Appleby Westward Group Ltd
Heard at: Bristol **On:** 17th February 2026
Before: Employment Judge P Cadney

Representation:

Claimant: In Person
Respondent: Ms G Holden (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 by reason of depression/anxiety.
- ii) The claimant's claims of disability discrimination are dismissed.
- iii) The case remains listed for final hearing of the claimant's remaining claim (see CMO).

(If either party seeks written reasons for the decision delivered orally it must apply in writing within 14 days of the date on which this judgment is sent to the parties)

Employment Judge P Cadney
Dated: 17th February 2026

JUDGMENT SENT TO THE PARTIES ON

11 March 2026

FOR THE TRIBUNAL OFFICE