



EMPLOYMENT TRIBUNALS

Claimant: Ms L Farrugia

Respondent: EE Limited

Heard at: Cardiff ET (via video)

On: 23rd - 25th February 2026

Before: Employment Judge Randall
Ms C Peel
Mr B Roberts

REPRESENTATION:

Claimant: Mr E Caparros (Trade Union)

Respondent: Ms M Hanmer (Solicitor)

JUDGMENT

The unanimous judgment of the Tribunal is as follows:

Failure to make reasonable adjustments for disability

1. The complaint of failure to make reasonable adjustments for disability is not well-founded and is dismissed.

Unfair Dismissal

2. The complaint of unfair dismissal is not well-founded and is dismissed.

Approved by:
Employment Judge H J Randall
25 February 2026

Judgment sent to the parties on:
17 March 2026

For the Tribunal:
Kacey O'Brien

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.