



EMPLOYMENT TRIBUNALS

Claimant:
Miss B Connolly

v

Respondent:
Trentham Invest Limited

Heard at: London South (via CVP)

On: 10 March 2026

Before: Employment Judge Fredericks-Bowyer
Tribunal Member Clewlow
Tribunal Member Townsend

Appearances

For the claimant: In Person

For the respondent: Mr A Williams (Solicitor)

JUDGMENT ON RECONSIDERATION

1. It is necessary in the interests of justice for the judgment delivered on 16 July 2025 to be varied.
2. The claimant has protection under *Equality Act 2010* by the operation of *section 6(4)* because we conclude the claimant was disabled by C-PTSD and the effects of her traumatic brain injury at a time prior to the time to which her claim relates.
3. Consequentially, the part of the judgment dismissing the claimant's direct disability discrimination claim is revoked and the claim should be heard at final hearing.
4. Additionally, the part of the judgment dismissing the claimant's harassment related to disability claim is revoked and the claim should be heard at final hearing.
5. The determinations made in respect of the money claims and the victimisation claim are not reconsidered.

Approved by: Employment Judge Fredericks-Bowyer

Dated: 10 March 2026

Sent to the parties on:
18 March 2026

For the Tribunal Office:

P Wing

P Wing

Written reasons for the reconsideration judgment given will be provided separately.