



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Owen Fegan

**Respondent:** HBOS Plc

**Heard at:** Cardiff, by video                      **On:** 31 March 2026

**Before:** Employment Judge S Jenkins

## **Representation**

Claimant: In person

Respondent: Mr R Winspear (Counsel)

# JUDGMENT

The Claimant was not disabled, at the relevant times, for the purposes of section 6 of the Equality Act 2010. His complaint of failure to make reasonable adjustments is therefore dismissed. His complaint of unfair dismissal will continue to the final hearing due to commence on 29 June 2026.

Authorised for issue by  
Employment Judge S Jenkins  
31 March 2026

Sent to the parties on:

2 April 2026  
For the Tribunal Office:

Miriam Drake

## **Notes**

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

## **Public access to employment tribunal decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the Claimant(s) and Respondent(s) in a case.

**Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>