EMPLOYMENT TRIBUNALS

Claimant: Miss K Fernquest

Respondent: HR Star Consulting Ltd

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

Heard at: Southampton (by Video) **On:** 31 March 2026

Before: Employment Judge Gray

Appearances
For the Claimant: In person
For the Respondent: Miss Cunningham (Counsel)

JUDGMENT

The judgment of the tribunal is that the Claimant is a disabled person within the meaning of the Equality Act 2010 at times material to this claim by reason of the impairment of anxiety and depression.

Approved by:

Employment Judge Gray

Dated 31 March 2026

Sent to the parties on:
8 April 2026
For the Tribunal Office

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.

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/