



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss F Begum

**Respondents:** (1) Kier Limited  
(2) Kier Group plc

**Heard at:** Watford (by CVP)

**On:** 17 December 2025

**Before:** Employment Judge Dick

## Appearances

For the claimant: In person

For the respondent: Mrs L Whittington (counsel)

# JUDGMENT

1. The claimant was disabled at the material time within the meaning of the Equality Act 2010 because of moderate to severe hearing loss.
2. The claimant's application for wasted costs against the respondent is refused.

Approved by:

**Employment Judge Dick**

**17 December 2025**

JUDGMENT SENT TO THE PARTIES  
ON

2 February 2026.....  
S Bloodworth

.....  
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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

[www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/](http://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/)