



EMPLOYMENT TRIBUNALS

Claimant: Mr S Rogers

Respondent: Department for Work and Pensions

Heard at: Mold

On: 11 May 2026

Before: Employment Judge T Vincent Ryan

REPRESENTATION:

Claimant: A Litigant in Person

Respondent: Ms Claimant Brooke-Ward, Counsel

JUDGMENT

1. At the relevant times, late 2023 – December 2024 (with the likelihood of continuing disability), the claimant was a disabled person as defined by section 6 Equality Act 2010 because of Health Anxiety, otherwise known as Illness Anxiety Disorder or Hypochondriasis.
2. The complaints of **Disability Discrimination - failure to make Reasonable Adjustments** can therefore proceed, (along with the claim of Victimisation).

Approved by:

Employment Judge T Vincent Ryan

11 May 2026

Judgment sent to the parties on:

19 May 2026

For the Tribunal:

Kacey O'Brien

Notes

Summary Reasons for the judgment having been given orally at the hearing, written reasons (Summary or Full) will not be provided unless a request was made by either party at the hearing (and no such request was made) 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 at www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/