



EMPLOYMENT TRIBUNALS

Claimant: Mark Sanger

Respondent: Andrews Sykes Hire Limited

Heard at: Cambridge Employment Tribunal
(By Video)

On: 17 April 2026

Before: Employment Judge Taft

REPRESENTATION:

Claimant: Mr Canning (Counsel)

Respondent: Mr Bayne (Counsel)

AMENDED JUDGMENT

1. At the relevant times the claimant was a disabled person as defined by section 6 Equality Act 2010 because of Irritable Bowel Syndrome.
2. At the relevant times the claimant was not a disabled person as defined by section 6 Equality Act 2010 because of stress, anxiety and depression.
3. The complaints of direct disability discrimination, discrimination arising from disability and failure to make reasonable adjustments can therefore proceed, subject to the adjustment to the list of issues as identified in the case management order following today's hearing.

Approved by:

Employment Judge Taft

17 April 2026

Judgment sent to the parties on:

11 June 2026

For the Tribunal:

Notes

Judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

If there are written full reasons for the judgment, they are also published. Written summary reasons are not published.

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

The reasons given orally were the summary reasons. If a request for written reasons is made (within the time limit), the Tribunal might choose to supply written summary reasons or else the Tribunal might choose to provide the written full reasons.

If written summary reasons are provided, then written full reasons will not be provided unless requested by any party by a written request received by the Tribunal within 14 days of the sending of the written summary reasons.

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-legislationpractice-directions/