



# EMPLOYMENT TRIBUNALS

**Claimants:** Mr N Strain  
**Respondent:** Business in Focus Limited

**Heard at:** Cardiff **On:** 28<sup>th</sup>-29<sup>th</sup> April 2026

**Before:** Employment Judge A Williams

## REPRESENTATION:

**Claimant:** In person  
**Respondent:** Mr E Gribble, Counsel

# JUDGMENT

1. The complaint of failure to make reasonable adjustments (sections 20-21 Equality Act 2010) is not well-founded and is dismissed.

**Employment Judge Williams**

**Employment Judge**

**Authorised for issue on:**

28<sup>th</sup> April 2026

Judgment sent to the parties on:

04 June 2026

For the Tribunal:

Katie Dickson

## **Note**

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

Judgments (apart from judgments under rule 52) 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.