



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms. P Rogers  
**Respondent:** Forward (Wales) Limited  
**Heard at:** Cardiff, in person  
**On:** 1, 2 and 3 June 2026  
**Before:** Employment Judge Cawthray  
Ms. R Hartwell  
Ms. M Walters

## Representation

Claimant: In person, not legally qualified  
Respondent:

# JUDGMENT

1. The complaint of failure to make reasonable adjustments for disability is not well-founded and is dismissed.
2. The complaint of unfavourable treatment because of something arising in consequence of disability is well-founded and succeeds.
3. The complaint of unfair dismissal is well-founded. The Claimant was unfairly dismissed.

Approved by:

**Employment Judge Cawthray**

**3 June 2026**

JUDGMENT SENT TO THE PARTIES  
ON

05 June 2026

Katie Dickson  
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/)