



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mrs H Sarohi-Parhar

v

Welwyn Hatfield Borough Council

Heard at: Watford (via CVP)

On: 22-23 April 2026

Before: Employment Judge Smeaton

Appearances

For the Claimant: Mr A Blay, legal representative

For the Respondent: Ms J Majitia, counsel

JUDGMENT

1. The Respondent's application to strike out the Claimant's claim is dismissed. The claim, limited to two allegations of failure to make reasonable adjustments, will proceed to a final hearing on 12-15 January 2027.
2. The Claimant must pay a contribution to the Respondent's costs in the sum of £1,000 + VAT within 35 days of the day of this order.

Approved by:

Employment Judge Smeaton

Date: 27 April 2026

Sent to the parties on: 3 June 2026.....

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For the Tribunal Office

Public access to employment tribunal decisions

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.

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 full reasons, and therefore the written full reasons would be provided if there was such a request.