



EMPLOYMENT TRIBUNALS

Claimant: Mr D Dale

Respondent: Decision Focus UK Limited

Heard at: London South Employment Tribunal (video hearing)

On: 6 February 2026

Before: Employment Judge Robinson

Representation

Claimant: In person

Respondent: Ms R Nankya (Litigation Consultant)

JUDGMENT

The judgment of the Tribunal is that, at the relevant times, the Claimant did not have a disability within the meaning of section 6 of the Equality Act 2010. The following claims are therefore dismissed:

1. Failure to make reasonable adjustments
2. Direct disability discrimination
3. Discrimination arising from disability
4. Harassment relating to disability

Employment Judge Robinson
Date: 5 June 2026

Sent to the parties on:
Date: 6 June 2026

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.

Public access to employment tribunal decisions

Judgments and reasons for the 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.