



EMPLOYMENT TRIBUNALS

Claimant: Miss A Farrell-Longfoot
Respondent: Syft Online Limited
Heard at: Newcastle upon Tyne
On: 1 – 3 June 2026
Before: Employment Judge Heather
Mrs A Tarn
Mr J Weatherston

REPRESENTATION:

Claimant: In person
Respondent: Mr M Stephens (Counsel)

JUDGMENT

The unanimous judgment of the Tribunal is as follows:

Time limit: claim in time

1. The complaint of failure to make reasonable adjustments was presented within the applicable time limit and will therefore proceed.

Unfair Dismissal

2. The complaint of unfair dismissal is not well-founded and is dismissed.

Disability / Failure to make reasonable adjustments

3. At the relevant times the claimant was not a disabled person as defined by section 6 Equality Act 2010 because of [**specify condition/s**].
4. The complaint of failure to make reasonable adjustments is therefore dismissed.

Approved by:

**Employment Judge Heather
3 June 2026**

Note

Summary reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 51) 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.