



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant: Mrs R Alfikaiki

Respondent: Fletcher & Poole Ltd

Held at: Cardiff and Video (CVP)
On: 10 June 2026

Before: Employment Judge R Brace

Representation

For the Claimant: In person
For the Respondent: Mr L Gregory (of counsel)

PRELIMINARY HEARING IN PUBLIC JUDGMENT

Disability

1. At the relevant times the Claimant was not a disabled person as defined by section 6 Equality Act 2010 because of:
 - a. anxiety and stress symptoms including work-related stress and panic attacks,
 - b. depression and/or depressive symptoms,
 - c. cognitive difficulties including poor concentration, mental and/or memory difficulty, mental and physical fatigue,

- d. PTSD; and/or
 - e. insomnia and nightmares
2. The complaint of unfavourable treatment because of something arising in consequence of disability and/or failure to make reasonable adjustments is therefore dismissed.

Employment Judge R Brace
10 June 2026

JUDGMENT SENT TO THE PARTIES
ON
06 August 2026

Kacey O'Brien
FOR THE SECRETARY OF
EMPLOYMENT TRIBUNALS

Note

Reasons for the judgment were given orally at the hearing. Written summary 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. Once written summary reasons are provided a party may request written full reasons within a further 14 days thereafter. If a party requests written summary reasons the Judge made decide to issue written full reasons instead.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 51) and reasons for the judgments (other than written summary reasons) 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.