



EMPLOYMENT TRIBUNALS

Claimant: Miss N Ramzan

Respondent: Aneurin Bevan University Local Health Board

RECORD OF A PRELIMINARY HEARING

Heard at: Wales Employment Tribunal; in public; by video

On: 15 May 2026

Before: Employment Judge E Macdonald

Appearances

For the Claimant: In person

For the Respondent: Mr Pollitt (Counsel)

JUDGMENT

1. The Claimant was not disabled at the material times.
2. By consent, the complaints of direct disability discrimination; “discrimination arising” contrary to s 15 Equality Act 2010; and failures to make reasonable adjustments are struck out (as having no reasonable prospect of success); as are the three alleged protected disclosure (“whistleblowing”) detriments identified as Issues 5.1 and 5.1.3 and 5.1.4 of the draft List of Issues produced by EJ Harfield following a Preliminary Hearing on 13 February 2026 (also as having no reasonable prospect of success).

Approved by:

Employment Judge E Macdonald
15 May 2026

JUDGMENT SENT TO THE PARTIES
ON

12 June 2026

FOR THE TRIBUNAL OFFICE
Mary Bateman

Notes

Summary reasons for the judgment in relation to the fact of disability (Paragraph 1 above) having been given orally at the hearing, summary 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/