



EMPLOYMENT TRIBUNALS

Claimant: Gary Evans

Respondent: Kingdom LA Support Ltd

Heard at: Watford Employment Tribunal (by video)

On: 9 July 2026

Before: Employment Judge Taft

REPRESENTATION:

Claimant: Represented himself

Respondent: Ms McCartney (Solicitor)

JUDGMENT

1. Between October 2024 and December 2024, the claimant was a disabled person as defined by section 6 Equality Act 2010 because of anxiety, depression and PTSD symptoms.
2. The complaints of direct disability discrimination, discrimination arising from disability and discrimination by failure to make reasonable adjustments can therefore proceed.

Approved by:

Employment Judge Taft

9 July 2026

Judgment sent to the parties on:

12 August 2026

For the Tribunal:

.....

Notes

Summary reasons were given orally at the hearing. Written summary reasons will not be provided unless requested by any party at the hearing, or by a written request received by the Tribunal within 14 days of the sending of the written record of the decision.

All judgments (apart from judgments under Rule 51) and any full 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 at www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/