



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 8000586/2026

Held remotely in Glasgow by Cloud Video Platform on 22 July 2026

Employment Judge J Shepherd

I Baerens

**Claimant
In person**

DTV Optimise Ltd

**Respondent
Represented by:
Mr Stafford,
Solicitor**

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

The judgment of the Tribunal is as follows (oral reasons having been given at the hearing in accordance with rule 60(3) of the Employment Tribunal Procedure Rules 2024):

1. The claimant had a disability as defined in s.6 of the Equality Act 2010 by way of stress and anxiety or a generalised anxiety disorder from 9 October 2025 onwards.
2. The claimant's complaints based on possessing the protected characteristic of disability will therefore proceed in respect of the material period, namely 9 October 2025 to 3 February 2026.

E.T. Z4 (WR)

3. A case management preliminary hearing will be listed for 2 hours at 2pm on **21 September 2026** by CVP for the purpose of clarifying the remaining issues to be determined and to list and set down directions for a final hearing.

Sent to the parties

28 July 2026