



# EMPLOYMENT TRIBUNALS

**Claimant:** A

**Respondent:** Capita Plc

**Heard at:** Cardiff **On:** 30 June, 1, 2, 3 July 2026

**Before:** Employment Judge S Moore  
Ms B Roberts  
Mrs L Cook

## Representation

**Claimant:** In person

**Respondent:** Mr Lavery, Counsel

# JUDGMENT

The claimant's claims of discrimination arising from disability, failure to make reasonable adjustments, disability related harassment and victimisation are not well founded and are dismissed.

Approved by:

**Employment Judge S Moore**

**3 July 2026**

JUDGMENT SENT TO THE PARTIES ON  
21 August 2026

Lauren Chambers  
FOR THE TRIBUNAL OFFICE

## 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 written full reasons for judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimant(s) and respondent(s).

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/](http://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/)