



EMPLOYMENT TRIBUNALS

Claimant: AB

Respondent: CD

HELD AT: Cambridge (by CVP) **ON:** 5, 6, 7 and 8 October 2026

BEFORE: Employment Judge Booth

REPRESENTATION:

Claimant: MacKenzie Friend

Respondent: Ms R Nankya (Litigation Consultant)

JUDGMENT

1. The claimant's complaint of indirect discrimination because of disability is well founded and succeeds.
2. The claimant's complaint that there was a failure to make reasonable adjustments is well founded and succeeds.
3. The claimant's complaint of unfair dismissal is well founded and succeeds.

Approved by:

Employment Judge Booth
Date 8 October 2026

JUDGMENT SENT TO THE PARTIES ON
18 October 2026

FOR THE SECRETARY OF THE TRIBUNALS

Public access to employment tribunal decisions

Judgments 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.

If there are written full reasons for the judgment, they are also published. Written summary reasons are not published.

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

The reasons given orally were the summary reasons. If a request for written reasons is made (within the time limit), the Tribunal might choose to supply written summary reasons or else the Tribunal might choose to provide the written full reasons.

If written summary reasons are provided, then written full reasons will not be provided unless requested by any party by a written request received by the Tribunal within 14 days of the sending of the written summary reasons.