EMPLOYMENT TRIBUNAL

Claimant: **Ms A Cheechi**

Respondent(s): **Foot Anstey LLP**

Heard by: **CVP** **On: 23 and 24 September 2026**

Before: **Employment Judge Craft**

Representation
Claimant: Herself
Respondent(s): Mr P Howarth, Solicitor

JUDGMENT

following a Preliminary Hearing

1. The Preliminary Issue before the Tribunal is whether the Claimant was a disabled person at times material to this claim. These are from when the Claimant was notified she was at risk of redundancy on 1 July 2024 until her dismissal on 14 October 2024.

2. The Tribunal has determined by considering the facts and circumstances at the material time that the Claimant was disabled by a mental impairment diagnosed to be Depression and anxiety which had a substantial adverse effect on her day-to-day activities which was likely to last at least 12 months.

3. The Claimant was not disabled within the terms of s.6 of the Equality Act 2010 by reason of Attention Deficit Hyperactivity Disorder ADHD (ADHD) of Post-traumatic stress disorder (PTSD).

Approved by
Employment Judge Craft
24 September 2026

JUDGMENT SENT TO THE PARTIES ON
29 October 2026

Notes

Reasons for the judgment having been given orally at the hearing, 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.

Public access to employment tribunal decisions

Judgments and reasons for the 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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. 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 https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/.