



EMPLOYMENT TRIBUNALS

Claimant: Ms J Davies

Respondents: (1) City and County of Swansea
(2) The Governing Body of Olchfa Comprehensive School

Heard at: Cardiff; by video

On: 2 February 2024

Before: Employment Judge R Harfield

Representation
Claimant: Ms Iqbal (Counsel)
Respondent: Mr Lewis-Bale (Counsel)

PRELIMINARY HEARING IN PUBLIC JUDGMENT

1. The Claimant was a disabled person, as defined by section 6 Equality Act, at the material time in March 2023. The Claimant had at the material time a mental impairment (anxiety) which had a substantial adverse effect on her ability to carry out normal day to day activities. That substantial adverse effect had existed since January 2022 and therefore at the material time it had lasted at least 12 months.

Employment Judge R Harfield

Date 2 February 2024

JUDGMENT SENT TO THE PARTIES ON 5 February 2024

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/>