



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss D Simms

**Respondent:** 24 x 7 (Hants) Limited

**Heard at:** Cambridge by video      **On:** 7 November 2024

**Before:** Employment Judge Dobbie

## Appearances

For the claimant: In person

For the respondent: Ms K Henson (Solicitor)

# JUDGMENT

For the reasons given orally at the hearing:

- (1) The Claimant is a disabled person within the meaning of s.6 of the Equality Act 2010 by reason of fibromyalgia and an impairment she calls dyslexia (but which has not been formally diagnosed by a medical professional as such); and
- (2) The Claimant's application to amend her claim is allowed.

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Employment Judge Dobbie

Date: 18/11/2024

JUDGMENT SENT TO THE PARTIES ON

18/12/2024

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FOR THE TRIBUNAL OFFICE

**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](http://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/>