



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr J Mowforth

v

Allianz Management Services

PRELIMINARY HEARING

Heard at: Hull

On: 4th February 2019

Before: Employment Judge Lancaster

Representation:

Claimant: In person

Respondent: Mr A. Smith, of Counsel

JUDGMENT

1. The Claimant was not at any material time up to 23rd August 2018 a disabled person within the meaning of the Equality Act 2010. All claims of disability discrimination are dismissed.
2. The complaint under section 146 of the Trade Union & Labour Relations (Consolidation) Act 1992 in respect of the inspection by solicitors of the Claimant's union-related emails following a subject access request made by him is dismissed upon withdrawal.
3. The complaint under section 146 of the Trade Union & Labour Relations (Consolidation) Act 1992 in respect of the union election in January 2018, although in time, has no reasonable prospect of success and is dismissed.
4. The complaint under sections 47B and 48 (1A) of the Employment Rights Act 1996 in respect of the transfer to a different team in April 2017 was not presented in time when it would have been reasonably practicable to have done so and is dismissed.
5. The complaint under sections 47B and 48 (1A) of the Employment Rights Act 1996 in respect of any subsequent actions of Mr Jon Dye arising from the Claimant having addressed a grievance to him personally has no reasonable prospect of success and is dismissed.
6. The complaint of victimisation under section 27 of the Equality Act 2010 has no reasonable prospect of success and is dismissed.

EMPLOYMENT JUDGE LANCASTER
DATE 11th February 2019

Note

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.

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