



# **EMPLOYMENT TRIBUNALS (SCOTLAND)**

**Case No: 4103465/2018 Held in Edinburgh on 12 December 2019**

**Employment Judge O'Dempsey**

**EFG**

**Claimant  
Represented by:  
Mr Healy (Solicitor)**

**MNO**

**Respondents  
Represented by:  
Ms McGhee  
(Solicitor)**

## **JUDGMENT**

The Claimant at all material times satisfied s6 of the Equality Act 2010 and has the protected characteristic of disability.

**Date of Judgement: 12<sup>th</sup> December 2019**

**Employment Judgement: D O'Dempsey**

**Date Entered in Register: 13<sup>th</sup> December 2019**

**And Copied to Parties**

**Note**

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.