



EMPLOYMENT TRIBUNALS

Claimant: Mr James Porter

Respondent: Birmingham City Council

Heard at: Birmingham

On: 22, 23, 24, 25 (in chambers) and 26 March 2021

Before: Employment Judge T Coghlin QC
Dr G Hammersley
Mrs W Ellis

Appearances

For the claimant: Miss Joanne Porter (the claimant's mother)

For the respondent: Mr Francis Mortin, counsel

JUDGMENT

The unanimous judgment of the tribunal is that:

1. The claim of discrimination arising from disability under section 15 of the Equality Act 2020 in relation to (i) the claimant's dismissal and (ii) the denial of opportunity to apply for a permanent role are well founded and succeeds.
2. The claimant's remaining claims of disability discrimination, and his claim of breach of contract, fail and are dismissed.

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.

**Employment Judge Coghlin QC
26 March 2021**