



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr S Vernel

**Respondent:** Bolton NHS Foundation Trust

**Heard at:** Manchester (by Cloud Video Platform ('CVP'))

**On:** 6, 7, 8 & 9 April 2021

**Before:** Employment Judge Johnson

**Members:** Mr J Flynn  
Mrs L Taylor

## Appearances

For the claimant: in person

For the respondent: Ms C Souter (counsel)

## JUDGMENT

1. The claimant was disabled within the meaning of section 6(1) of the Equality Act 2010 by reason of his depression from June 2019.
2. The complaint of a failure by the respondent to comply with its duty to make reasonable adjustments in accordance with sections 20 and 21 of the Equality Act 2010 is not well found and is dismissed. This means that this claim is unsuccessful.
3. The claimant's complaint that he was automatically unfairly dismissed for the reason or principle reason of his taking time off in accordance with s57A ERA and contrary to section 99 of the Employment Rights Act 1996 is not well founded and is dismissed. This means that this claim is unsuccessful.

Employment Judge Johnson

Date: 9 April 2021

Sent to the parties on:

15 April 2021

For the Tribunal Office

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.