



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M Bhogal

**Respondent:** Coventry Citizens Advice

**Heard at:** Birmingham Employment Tribunal

**On:** 20 September 2021

**Before:** Employment Judge Cookson

## **Representation**

**Claimant:** In person

**Respondent:** Ms Mallin-Martin (counsel)

# JUDGMENT

1. During the period February 2019 to December 2019 the Claimant was not disabled within the meaning of the Equality Act 2010.
2. From 23 December 2019 onwards the Claimant was disabled by reason of depression.
3. Evidence of pre-termination negotiations are inadmissible in relation to the claimant's claim for unfair dismissal in accordance with s111A of the Employment Rights Act 1996.

**Employment Judge Cookson**  
21 September 2021