



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr D Coughlin

**Respondent:** (1) The Governing Body of Cathays High School  
(2) Cardiff Council

**Heard at:** Cardiff – Hybrid Hearing      **On:** 10,11,12 and 13 October 2022

**Before:** Judge MM Thomas

## Representation

Claimant: Unrepresented – Litigant in Person

Respondent: Ms H Roddick, Counsel

# JUDGMENT

## The Judgment of the Tribunal is that:

- (1) The Claimant was not unfairly dismissed. His claim for unfair dismissal is dismissed.
- (2) The Claimant was not directly discriminated against because of his age. There was no contravention of section 13 of the Equality Act 2010. The age discrimination claim is dismissed.
- (3) The Claimant was not automatically unfairly dismissed due to his role as a trade union representative. His claim on this ground is dismissed.
- (4) The Claimant was not automatically unfairly dismissed for having made a protected disclosure. His claim on this ground is dismissed.

Tribunal Judge MM Thomas

Date 13 October 2022

JUDGMENT SENT TO THE PARTIES ON 18 October 2022

FOR THE TRIBUNAL OFFICE Mr N Roche

Notes

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.

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