



EMPLOYMENT TRIBUNALS

Claimant: Mr Nick Weir

Respondents: Oxford University Hospitals NHS Foundation Trust

Heard: Watford Hearing Centre
On: 9, 10 & 13 March 2023 (3 days)

Before: Employment Judge G Tobin
Members: Mrs S Allen
Mrs J Costley

Representation
Claimant: In person
Respondent: Mr C Edwards (counsel)

JUDGMENT

This has been a remote hearing which has been agreed to by the parties. The form of remote hearing was by HM Courts & Tribunal Service Cloud Video Platform (wholly remote). A face-to-face hearing was not held because the relevant matters could be determined in a remote hearing.

It is the unanimous decision of the Employment Tribunal that:

1. The claimant was a disabled person, pursuant to s6 Equality Act 2010.
2. The respondent did not directly discriminate against the claimant in breach of s13 Equality Act 2010.
3. The respondent did discriminate against the claimant for something arising from his disability, in breach of s15 Equality Act 2010.
4. The respondent did not harass the claimant because of his disability, in breach of s26 Equality Act 2010.
5. The case being completed, proceeding to now dismiss.

Employment Judge Tobin

13 March 2023

JUDGMENT SENT TO THE PARTIES ON

08/4/2023

Naren Gotecha

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.

Public access to employment tribunal decisions

All Judgments and Written Reasons for the Judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

