



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr T Manley

**Respondent:** Secretary of State for Justice

**Heard:** at Nottingham                      **On:** 15 May 2023 in chambers, and on  
16,17 and 18 May 2023 in public.

**Before:** Employment Judge Clark  
Mr J Ahktar  
Mrs L Lowe

**Representation**

**Claimant:** Mr Manley in person

**Respondent:** Mr Keith of Counsel

## JUDGMENT

The judgment of Employment Judge Clark is that: -

1. The Judgment issued on 12 September 2022 and sent to the parties on 22 September 2022 is varied under rule 73 of the 2013 rules to remove the words “*direct disability discrimination, alternatively*” from both the judgment and reasons. The claim of direct disability discrimination in relation to the dismissal decision proceeds to determination on its merits.

The unanimous judgment of this tribunal is that:-

2. The section 13 claim of direct disability discrimination in relation to dismissal **fails and is dismissed.**
3. The section 13 claim of direct disability discrimination in relation to being deterred from raising a formal written grievance **fails and is dismissed.**
4. The section 15 claim of discrimination because of something arising in consequence of disability in relation to being deterred from raising a formal written grievance **fails and is dismissed.**

Case number: 2601722/21

EMPLOYMENT JUDGE R Clark

DATE 18 May 2023

Reasons having been given orally at the conclusion of the hearing, written reasons will not be provided unless they were requested at the hearing or written application is made within 14 days of this judgment being sent to the parties.