



EMPLOYMENT TRIBUNALS

Claimant: Mr S Higham

Respondent: Halton Borough Council

Heard at: Liverpool **On:** 12 – 16 June 2023

Before: Employment Judge Ainscough
Ms L Heath
Ms C Doyle

Representation

Claimant: Mrs Higham (Claimant's wife)

Respondent: Ms Dalziel (Solicitor)

JUDGMENT

1. The claim of constructive unfair dismissal is unsuccessful and is dismissed.
2. The claimant is a disabled person because of his hernia impairment and anxiety impairment in accordance with section 6 of the Equality Act 2010.
3. The complaint of direct disability discrimination is unsuccessful and is dismissed.
4. The complaint of discrimination arising from disability is unsuccessful and is dismissed.
5. The complaint of indirect disability discrimination is unsuccessful and is dismissed.
6. The complaint of failure to make reasonable adjustments is unsuccessful and is dismissed.

Employment Judge Ainscough

Date 26 July 2023

JUDGMENT SENT TO THE PARTIES ON

Date: 10 August 2023

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FOR THE TRIBUNAL OFFICE

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.

Public access to employment tribunal decisions

Judgments and 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.