



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr J Edgar

v

Hertfordshire Urgent Care Ltd

Heard at: Watford

On: 26 to 30 June, 3 July 2023

Before: Employment Judge Quill; Mr D Sutton; Mr L Hoey

Appearances

For the claimant: Mr N Brockley, counsel

For the respondent: Mr A Tinnion

JUDGMENT

- (1) The following emails sent by the Claimant were protected disclosures:
 - (i) 10 August 2019 to CQC (“PID1”)
 - (ii) 10 August 2019 to Debra Payne (“PID2”)
 - (iii) 27 July 2019 to Claire Scott (“PID3”)
- (2) The email to David Archer on 5 November 2019 (alleged “PID4”) was not a protected disclosure. That same email was, however, a protected act within the meaning of section 27 of the Equality Act 2010 (“EQA”).
- (3) The Claimant has the following disabilities within the meaning of section 6(1) and 6(3) EQA:
 - (i) Mixed anxiety and depressive disorder
 - (ii) Obsessive Compulsive Disorder (“OCD”)
- (4) The Claimant was not subjected to any detriment on the ground that he had made a protected disclosure.
- (5) The reason for the Claimant’s dismissal was not that he had made a protected disclosure.
- (6) The reason for the Claimant’s dismissal was not that he had asserted statutory rights.

- (7) The Claimant was not entitled to notice of dismissal, and there was no breach of contract. His contract did not include the implied term which he alleged.
- (8) There was no failure to make reasonable adjustments.
- (9) There was no disability discrimination within the definition in section 15 EQA.
- (10) There was no direct disability discrimination.
- (11) There was no victimisation.
- (12) In summary, all of the complaints fail and there is no entitlement to remedy.

Employment Judge Quill

Date: 3 July 2023

Sent to the parties on: 14 August 2023

T Cadman
For the Tribunal Office

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless 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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