



EMPLOYMENT TRIBUNALS

Claimant: Mr M Warner

Respondent: University College London Hospitals NHS Foundation Trust

Heard at: London Central (by CVP) **On:** 20, 21, 22, 23 & 24 November 2023

Before: Employment Judge Professor A C Neal
Mr D Shaw
Mr P Lewis

Appearances

Claimant: In Person

Respondent: Mr R Dunn (Counsel)

JUDGMENT

- (1) The Claimant's claim alleging that he suffered a detriment due to exercising rights under the Public Interest Disclosure Act was presented out of time and is dismissed.
- (2) The Claimant's claim alleging that he suffered unlawful discrimination by reference to the protected characteristic of sex was presented out of time and is dismissed.
- (3) The Claimant's claim alleging that the Respondent failed to make reasonable adjustments by reference to the protected characteristic of disability is dismissed.

Employment Judge Professor A C Neal
24/11/2023

Sent to the parties on:
24/11/2023

For the Tribunal:

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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>