



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Matthew Johnson

**Respondents:** Manchester Mind

**Heard at:** Manchester Employment Tribunals

**On:** 20, 21 & 22 December 2023 (i.e. 3 days)

**Before:** Employment Judge G Tobin

**Non-legal members:** Mr P Dobson  
Mr A Murphy

## Appearances

**For the claimant:** In person

**For the respondent:** Mr M Ramsbottom (consultant)

# JUDGMENT

The unanimous decision of the Employment Tribunal is as follows:

1. The claimant was disabled under s6 and sched 1 of the Equality Act 2010, at the material time from September 2021 to August 2022.
2. At the outset of proceedings, the claimant withdrew his claims of harassment related to disability, pursuant to s26 Equality Act 2010, and direct disability discrimination, under s13 Equality Act 2010.
3. The claimant was not discriminated against by the respondent on the grounds of his disability. Specifically, the claimant was not subject to discrimination arising from his disability, in breach of s15 Equality Act 2010, nor did the respondent fail in their duty to make reasonable adjustments, under ss20 & 21 Equality Act 2010.

4. Consequently, the claimant's claims of disability discrimination are dismissed.

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Employment Judge Tobin

22 December 2023

JUDGMENT SENT TO THE PARTIES ON

5 January 2024

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.

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Judgments and Written Reasons for the Judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://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/>