



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr P Hesketh

**Respondent:** Avon Fire and Rescue Authority

**Heard at:** Bristol in person

**On:** Monday 4<sup>th</sup> December 2023, Tuesday 5<sup>th</sup> December 2023,  
Wednesday 6<sup>th</sup> December 2023, Thursday 7<sup>th</sup> December 2023 and  
Friday 8<sup>th</sup> December 2023

**Before:** Employment Judge A Frazer  
Tribunal Member S Maidment  
Tribunal Member H Launder

## Appearances

For the Claimant: In person

For the Respondent: Mr M Curtis (Counsel)

# JUDGMENT

The unanimous decision of the Tribunal is that the Claimant's claims for direct age, disability and sex discrimination under s.13 Equality Act 2010; discrimination arising from disability under s.15 Equality Act 2010; a failure to make reasonable adjustments under ss.20 and 21 Equality Act 2010 and harassment under s.26 Equality Act 2010 are not well founded and do stand dismissed.

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Employment Judge A Frazer  
Dated: Friday 8<sup>th</sup> December 2023

Judgment sent to the Parties on 04 January 2023

For the Tribunal Office