



Case Number:2206595/2020

# EMPLOYMENT TRIBUNALS

BETWEEN

**Claimant: M** and  
**Respondent: Home office**

**SITTING AT: London Central**

**ON: 21, 22, 23, 24, 28 and 29 November 2023**  
**18, 19, 22 and 23 January 2024 (19 and 22 January in chambers)**

**BEFORE: Employment Judge G Smart**  
**Ms J Marshall**  
**Mr. R Pell**

## JUDGMENT OF THE EMPLOYMENT TRIBUNAL

On hearing the Claimant in person and submissions from Mr. Christopher Milsom (Counsel) for the Claimant and Ms Isobel Buchanan (Counsel) for the Respondent:

1. The Claimant's claims for direct age discrimination and direct disability discrimination are dismissed following their withdrawal during submissions on 18 January 2024.
2. The Claimant was disabled with dyslexia, dyspraxia and psychotic depression within the meaning of section 6 of the Equality Act 2010 at all relevant dates, namely 16 June 2020, 10 July 2020 and 21 December 2020.
3. The Home Office had knowledge of disability for the purpose of the section 15 and s20/21 Equality Act 2010 claims but not of disadvantage for the purpose of the section 20/21 claims;
4. The claim for a failure to make reasonable adjustments in accordance with sections 20 and 21 of the equality Act 2010 is not well founded and is dismissed.
5. The Claimant of unfavourable treatment because of something arising in consequence of disability in breach of section 15 Equality Act 2010 is not well founded and is dismissed.

The reasons for this decision were given orally at a hearing. Written reasons will not be provided unless they have been requested in writing by any of the parties within 14 days of the date this judgment was sent to the parties. Public access to employment tribunal decisions: Note that both judgments and reasons for the judgments are published in full online at [www.gov.uk/employment-tribunal-decisions](https://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the parties. **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/>

6. All of the Claimant's claims therefore fail.

---

EMPLOYMENT JUDGE SMART  
24/01/2024

Judgment sent to the parties on  
24/01/2024

For the Tribunal Office

The reasons for this decision were given orally at a hearing. Written reasons will not be provided unless they have been requested in writing by any of the parties within 14 days of the date this judgment was sent to the parties. Public access to employment tribunal decisions: Note that both judgments and 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 parties. 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/>