



# EMPLOYMENT TRIBUNALS

**Heard at:** Ashford (by video) **On:** 13 December 2023

**Claimant:** Mr Nigel Copleston

**Respondent:** Reynolds Training Limited

**Before:** Employment Judge Fowell

**Representation:**

**Claimant** In person

**Respondent** Emma Hall, Manager

## JUDGMENT ON A PRELIMINARY ISSUE

1. The claimant was disabled at the time of his dismissal on 16 November 2022.
2. The claim of disability discrimination will therefore proceed to a hearing on 9 July 2024.

Employment Judge Fowell

Date 13 December 2023

### 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](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/>