



EMPLOYMENT TRIBUNALS

Claimant: Mr T Nichol

Respondent: The City of York Council

Heard at: Hull (by video)

On: 25 April 2024

Before: Employment Judge Miller

Representation

Claimant: In person

Respondent: Mr Healy – counsel

JUDGMENT

1. At the relevant times the claimant was a disabled person as defined by section 6 Equality Act 2010 because of chronic pain, depression, anxiety and memory impairment.
2. The complaints of unfavourable treatment because of something arising in consequence of disability can therefore proceed.
3. The claimant was not a disabled person as defined by section 6 Equality Act 2010 because of dyslexia.

Employment Judge Miller

Date: 25 April 2024

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 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.

Case number: 6002292/2023