



EMPLOYMENT TRIBUNALS

Claimant

Mr T Mushawatu

Respondent

v Copperfields Health Care Limited

Heard at: Sheffield (by video link)

On: 7 May 2024

Before: Employment Judge James

Representation

For the Claimant: In person

For the Respondent: Mr M Clayton, solicitor

JUDGMENT

Following the hearing of submissions from both parties and consideration of the documents in the preliminary hearing bundle, the decision of the tribunal is that:

- (1) By agreement, the name of the respondent is amended to **Copperfields Health Care Limited**.
- (2) The claim for disability discrimination (ss.20 and 21 Equality Act 2010) has no reasonable prospect of success and is struck out (Rule 37, Employment Tribunal Rules of Procedure 2013).
- (3) The claim for whistle-blowing detriment (s.47B Employment Rights Act 1996) has no reasonable prospect of success and is struck out (Rule 37, Employment Tribunal Rules of Procedure 2013).

Employment Judge James
North East Region

Dated 9 May 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.

Public access to employment tribunal decisions

All judgments (apart from those under rule 52) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

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/>