



Case Number:1303815/2023

EMPLOYMENT TRIBUNALS

BETWEEN

Claimant: Mr. Kevin Moore and
Respondent: Openreach Limited

SITTING AT: Birmingham Employment Tribunal

ON: 15 July 2024 – 19 July 2024

BEFORE: Employment Judge G Smart
Miss S Fritz
Mr. J Kelly

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

On hearing Mr S Phillips the Claimant's Union representative and Miss R Page (Solicitor) for the Respondent:

1. The Claimants Claim of unfair dismissal succeeds.
2. The Claimant's claim for dismissal because of discrimination arising in consequence of disability under sections 15 and 39 Equality Act 2010 succeeds.
3. The Claimant's claim of a failure to make reasonable adjustments fails and is dismissed.
4. The case will be listed for a remedies hearing as soon as practicable

EMPLOYMENT JUDGE SMART

24 July 2024

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 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/>