



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr R Snowdon  
**Respondent:** Team RH Fitness Limited  
**Heard at:** Newcastle  
**On:** 25, 26, 29, 30 April 2024  
1, 2, 3 May 2024  
3 July 2024 (deliberations)  
5 August 2024 (oral judgment)

**Before:** Employment Judge Loy  
Mrs D Newey  
Mr S Wykes

## Representation

**Claimant:** In person  
**Respondent:** Ms Mayhew-Hills, litigation consultant

# JUDGMENT

The judgment of the Employment Tribunal is that:-

1. The claimant's claims of direct disability discrimination are not well founded and fail.
2. The claimant's claims of discrimination arising in consequence of disability are not well founded and fail.
3. The claimant's claims of indirect disability discrimination are not well founded and fail
4. The claimant's claims of a failure by the respondent to make reasonable adjustments are not well founded and fail.

5. The claimant's claims of harassment related to disability are not well founded and fail.
6. The claimant's claims of direct sex discrimination are not well founded and fail.
7. The claimant's claims of sexual harassment are not well founded and fail
8. The claimant's claim of victimisation is not well-founded fails.

Employment Judge Loy  
6 August 2024

**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.

**Note**

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.