



EMPLOYMENT TRIBUNALS

Claimant: Mr A Donaldson

Respondent: Information Commissioners Office

Heard at: Manchester Employment Tribunal

On: 9, 10 and 11 September 2024

Before: Employment Judge Dunlop
Ms H.D. Price
Mr B.J. McCaughey

Representation

Claimant: In person
Respondent: Ms R. Kight (Counsel)

JUDGMENT

1. The claimant's complaint of direct discrimination on grounds of age is well-founded. That means it succeeds.
2. The claimant's complaint age-related harassment is not well-founded. That means it does not succeed.
3. We find that there is a 100% chance that the claimant's probationary period would have been extended by three months in June 2022, even absent the discrimination we have found to have taken place.

Employment Judge Dunlop

Date: 11 September 2024

SENT TO THE PARTIES ON
17 September 2024

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FOR EMPLOYMENT TRIBUNALS

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 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/>