



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr C Oldale

**First Respondent:** Aticus Law Limited

**Second Respondent:** Mr Simon Paul Antony Fagan

**Third Respondent:** Mr Edward Michael Judge

**Heard at:** Manchester (by CVP)

**On:** 14 October 2024

**Before:** Employment Judge Fairhurst (sitting alone)

**Appearances:**

For the Claimant: In person

For the Respondents: Mr D Bunting, Counsel

## PRELIMINARY HEARING IN PUBLIC JUDGMENT

The judgment of the Tribunal is as follows:

1. At the relevant times the Claimant was a disabled person as defined by section 6 of the Equality Act 2010 because of a mental impairment.
2. The complaints of disability discrimination can therefore proceed.

Employment Judge Fairhurst

Date: 11 November 2024

Sent to the parties on:

19 November 2024

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For the Tribunal Office:

**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](http://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/>