



# EMPLOYMENT TRIBUNALS

## Claimant

Mr J Luxford

## Respondent

HM Land Registry

v

**Heard at:** Hull ET

**On:** 13, 16, 17, 18 and 20 December 2024

**Before:** Employment Judge James  
Ms J Lee  
Mr G Corbett

## Representation

**For the Claimant:** In person, supported by Mrs E Luxford

**For the Respondent:** Mr R Moretto, counsel

# JUDGMENT

- (1) The claims of harassment (s.26 Equality Act 2010) are not upheld and are dismissed.
- (2) The claims of direct discrimination (s.13 Equality Act 2010) are not upheld and are dismissed.
- (3) The claims of unfavourable treatment set out at issues 5.1.1, 5.1.2 and 5.1.5 (s.15 Equality Act 2010) are not upheld and are dismissed.
- (4) The claims of unfavourable treatment set out at issues 5.1.3, 5.1.4 regarding home working arrangements would have succeeded but for the fact that they were not submitted in time (s.123 Equality Act 2010) and the Tribunal does not therefore have jurisdiction to uphold them.
- (5) The claims of failure to make reasonable adjustments (ss.20 and 21 Equality Act 2010) are not upheld and are dismissed.

Employment Judge James  
North East Region

Dated 20 December 2024

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