



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr D Thornton v DR Groundworks Ltd  
**Respondent:** DR Groundworks Ltd  
**Heard at:** Bristol (by CVP) **On:** 13 December 2024  
**Before:** Employment Judge D Gray-Jones

## Representation

**Claimant:** Mr J Raizon (Counsel)  
**Respondent:** Mr J Franklin (Counsel)

# PRELIMINARY HEARING JUDGMENT

1. The Claimant was not a disabled person within the meaning of s.6 Equality Act 2010 at the time of the alleged discrimination.
2. The complaints of discrimination arising from disability, failure to make reasonable adjustments and harassment related to disability are therefore dismissed.
3. The Claimant's remaining complaints of unfair dismissal and wrongful dismissal remain listed for a hearing. A case management order will be issued separately.

\_\_\_\_\_  
Employment Judge D Gray-Jones

Date \_\_\_\_\_ 13 December 2024 \_\_\_\_\_

JUDGMENT SENT TO THE PARTIES ON  
30 December 2024  
FOR THE TRIBUNAL OFFICE