



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M Malone

**Respondent:** Cardiff Council

**Heard at:** Cardiff

**On:** 20-24 January 2025

**Before:** Employment Judge Lloyd-Lawrie  
Mrs J Keene  
Mr A Fryer

**Representation**

Claimant: In person

Respondent: Mr Haran, Counsel

## JUDGMENT

1. The Claimant's claims of direct disability discrimination fail and are dismissed.
2. The Claimant's claims of failure to make reasonable adjustments fail and are dismissed.
3. The Claimant's claims of harassment related to disability fail and are dismissed.

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Employment Judge Lloyd-Lawrie

Date 24/01/2025

JUDGMENT SENT TO THE PARTIES ON

27 January 2025

Kacey O'Brien  
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/>