



EMPLOYMENT TRIBUNALS

Claimant: Mr Simon Moore

Respondent: Openreach Ltd

Heard at: Reading **On:** 30, 31 January and 3 February 2025

Before: Employment Judge Shastri-Hurst, Ms A Crosby and Mr F Wright

Representation

Claimant: Mr Phillips (Trade Union representative)

Respondent: Ms Page (in-house solicitor)

JUDGMENT

1. The claim of constructive unfair dismissal is not well-founded and fails;
2. The claim of failure to make reasonable adjustments is not well-founded and fails.

Approved by

Employment Judge Shastri-Hurst

Date 3 February 2025

JUDGMENT SENT TO THE PARTIES ON

27 February 2025

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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 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/>