



EMPLOYMENT TRIBUNALS

Claimant: Mr D Farquhar

Respondent: Ministry of Defence

RECORD OF A PRELIMINARY HEARING

Heard at: Cambridge (in private)

On: 1 April 2025

Before: Employment Judge Tynan (sitting alone)

Appearances

For the Claimant: In person

For the Respondent: Mr T Gillie, Counsel

JUDGMENT on PRELIMINARY ISSUE

1. The Claimant has failed to establish, on the balance of probabilities, that during the relevant time, namely in the period September 2021 to 10 May 2024, he had a disability within the meaning of section 6 Equality Act 2010 because of psoriasis and/or hearing loss.
2. For the avoidance of doubt, the Claimant no longer pursues his claim to be disabled specifically by reason of pre-diabetes, obesity, IBS, greater trochanteric pain syndrome and/or medial epicondylitis.
3. Any claim by the Claimant that he was discriminated against as a person with a disability which is pursued by her with reference to any of the impairments above has no reasonable prospect of success and shall be dismissed.

Approved by:

Employment Judge Tynan

Date: 2 April 2025

Sent to the parties on: 10 April 2025

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For the Tribunal Office

Note

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 is likely to be payable in most but not all circumstances. 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/>