



# EMPLOYMENT TRIBUNALS

**Claimant:** M Hubbard

**Respondent:** Elior UK PLC

**Heard at:** Middlesbrough (in public) **On:** 16 April 2025 and (by CVP) 27 May 2025

**Before:** Employment Judge Aspden

## Appearances

For the claimant: in person

For the respondent: Mr Harris, counsel (16 April) and Ms North, solicitor (27 May)

## JUDGMENT

1. The claimant did not have a disability as defined in section 6 of the Equality Act 2010 at the time of any of the events this claim is about.

Employment Judge Aspden

27 May 2025

## Notes

Reasons for the decision 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**

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/>