



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr P Walker

**Respondent:** Openreach Limited

**Heard at:** London Central (by CVP)

**On:** 10, 11, 12 & 13 June 2025

**Before:** Employment Judge Emery  
Ms S Campbell  
Ms E Ali

## REPRESENTATION:

**Claimant:** In person

**Respondent:** Ms A Jervis (in-house counsel)

# JUDGMENT

The judgment of the Tribunal is as follows:

1. At the relevant times the claimant was a disabled person as defined by section 6 Equality Act 2010 because of ADHD with symptoms of anxiety and depression.
2. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
3. The complaint of unfavourable treatment because of something arising in consequence of disability is well-founded and succeeds.
4. The complaint of direct disability discrimination is not well founded and is dismissed.

Approved by:

Employment Judge Emery  
30 June 2025

Judgment sent to the parties on:

2 July 2025

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For the Tribunal:

M PARRIS

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**Note**

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

**Public access to employment tribunal decisions**

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