



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr C License

**Respondent:** Yorkshire Housing Limited

**Heard at:** Leeds (parties by video) **On:** 1, 4, 5, 6 and 7 August 2025

**Before:** Employment Judge Miller  
Ms G Fleming  
Ms J Lancaster

## **Representation**

**Claimant:** In person (assisted by his wife)

**Respondent:** Mr D Bunting (counsel)

# JUDGMENT

1. The complaint of unfair dismissal is not well-founded and is dismissed.
2. The complaint of unfavourable treatment because of something arising in consequence of disability is not well-founded and is dismissed.
3. The complaints of direct disability and age discrimination are not well-founded and is dismissed
4. The complaint of indirect disability discrimination is not well-founded and is dismissed.
5. The complaint of failure to make reasonable adjustments for disability is not well-founded and is dismissed.
6. The complaint of harassment related to disability is not well-founded and is dismissed.

Approved by  
Employment Judge **Miller**

Date: 7 August 2025

JUDGMENT SENT TO THE PARTIES ON

08 August 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.

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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.