



EMPLOYMENT TRIBUNALS

BETWEEN

CLAIMANT

RESPONDENT

JASON MORGAN

V

GREEN LIGHT TRAFFIC
MANAGEMENT LIMITED

HELD AT SWANSEA ON: 28, 29, 30, 31 JULY & 1 AUGUST 2025

BEFORE: EMPLOYMENT JUDGE S POVEY
MS C BLEASDALE
MR K CHESTER

REPRESENTATION:

FOR THE CLAIMANT:

IN PERSON

FOR THE RESPONDENT:

MS FRANKLIN (COUNSEL)

JUDGMENT

The unanimous judgment of the Tribunal is as follows:

1. Save for the complaints of discrimination associated with the Claimant's dismissal on 5 October 2023, the remaining complaints of direct discrimination on grounds of disability, direct discrimination on grounds of age, discrimination arising from disability and breach of the duty to make reasonable adjustments were brought out of time. It was not just and equitable to extend time and the Tribunal has no jurisdiction to consider and determine them.
2. The complaints of direct discrimination on grounds of disability are not made out and are dismissed.
3. The complaints of direct discrimination on grounds of age are not made out and are dismissed.
4. The complaint of discrimination arising from disability is not made out and are dismissed.

5. The complaint of breach of the duty to make reasonable adjustments is not made out and is dismissed.

Order posted to the parties on

11 August 2025

Adam Holborn

For Secretary of the Tribunals

Approved by:

EMPLOYMENT JUDGE S POVEY

Dated: 6 August 2025

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

Judgments (apart from judgments under rule 52) 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.