EMPLOYMENT TRIBUNALS

Claimant: Mr Powell-Tait

Respondent: M Power Limited

Heard at: London South (by video)

On: 27 to 28 August 2025

Before: Employment Judge Evans

Representation
Claimant: in person
Respondent: Ms Arya, counsel

JUDGMENT

1. At the relevant times (1 April 2023 to 23 January 2024) the claimant was a disabled person as defined by section 6 Equality Act 2010 because of a chronic pain condition in his legs and back.

2. The question of the respondent's knowledge of the claimant's disability will be dealt with at the final hearing.

Employment Judge Evans

Date: 28th August 2025

Judgment sent to parties on:

Date: 29th August 2025
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.

Public access to employment tribunal decisions

All judgments (apart from those under rule 52) and any 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 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/