



EMPLOYMENT TRIBUNALS

Claimant: BC

Respondent: FRIMLEY HEALTH NHS FOUNDATION TRUST

RECORD OF A HEARING on a PRELIMINARY ISSUE

Heard at: Reading by video **On:** 30 July 2025, 31 July 2025 and 11 September 2025

Before: Employment Judge Boyes (sitting alone)

Appearances

For the Claimant: Claimant, representing himself

For the Respondent: Mr J Chegwidan, counsel

JUDGMENT

The Claimant has a disability as defined by section 6 of the Equality Act 2010 as a consequence of Crohn's disease and autism.

The Claimant was not an employee under section 230 of the Employment Rights Act 1996 at the relevant times.

It is agreed between the parties that the Claimant was an employee of the Respondent under section 83 of the Equality Act 2010 and a worker of the Respondent under section 230 of the Employment Rights Act 1996 at the relevant times.

ORDERS

Made pursuant to The Employment Tribunal Procedure Rules 2024

RESTRICTED REPORTING and ANONYMISATION ORDER

Pursuant to rules 49(1) and 30 of The Employment Tribunal Procedure Rules 2024, it being in the interest of justice to do so, **THIS ORDER PROHIBITS** the publication in Great Britain, in respect of the above proceedings, of identifying matter in a written publication available to the public or its inclusion in a relevant programme for reception in Great Britain. 'Identifying matter' in relation to a person means 'any matter likely to lead members of the public to identify the complainant or such other persons as may be named in the Order'.

The following person may not be so identified and must be anonymised as follows:

Claimant: BC

The Order remains in force indefinitely unless revoked earlier.

The publication of any identifying matter or its inclusion in a relevant programme is a criminal offence. Any person guilty of such an offence shall be liable on summary conviction to a fine not exceeding level 5 on the standard scale.

Approved by:

Employment Judge Boyes

Date: 14 September 2025

Sent to the parties on:

26 September 2025

For the Tribunal Office:

.....