



EMPLOYMENT TRIBUNALS

Claimant: Mr Mark Linton

Respondent: Stoke on Trent College

Heard at: Birmingham by CVP **On:** 13 October 2025

Before: Employment Judge Power

Representation

Claimant: In person

Respondent: Ms Akers, Counsel

JUDGMENT AT A PRELIMINARY HEARING

The judgment of the Tribunal is as follows:

1. At the relevant times the claimant was not a disabled person as defined in section 6 of the Equality Act 2010 because of Generalised Anxiety Disorder.
2. The complaints of disability discrimination are therefore dismissed.
3. This judgment does not affect the claimant's ability to pursue the complaint of constructive unfair dismissal.

Approved by

Employment Judge Power

13 October 2025

Notes

At the hearing the tribunal gave oral reasons for the decisions recorded in this judgment. Written reasons will not be provided unless a party makes a request in writing within 14 days of the sending of this written record of the decision.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/