



EMPLOYMENT TRIBUNALS

Claimant: Mr M Lightfield

Respondent: The Chief Constable of South Wales Police

Heard at: Wales (sitting alone by CVP)

On: 12 August 2025

Before: Employment Judge Shotter

REPRESENTATION:

Claimant: Michael Tait (solicitor)

Respondent: Simon James (solicitor)

JUDGMENT

The Judgment of the Tribunal is that:

1. The claimant's claims of whistleblowing, holiday pay and disability discrimination brought under sections 13, 19, 19A and 27 of the Equality Act 2010 are dismissed on withdrawal.
2. The remaining claims of disability discrimination brought under section 15, 20-21 and 26 of the Equality Act 2010 and unlawful deduction of wages will proceed to the final hearing which is to be listed.

Approved by:

Employment Judge Shotter
12 August 2025

JUDGMENT SENT TO THE PARTIES ON:

21 August 2025

Kacey O'Brien
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

Judgments 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.

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/>