



EMPLOYMENT TRIBUNALS

Claimant: Mr. J Grant
Respondent: Network Rail Infrastructure Ltd
Heard at: London South, by video
On: 13 October 2025
Before: Employment Judge Cawthray

Representation

Claimant: In person, not legally qualified
Respondent: Mr. Crozier, Counsel

JUDGMENT

1. At the relevant times the Claimant was not a disabled person as defined by section 6 Equality Act 2010 because of anxiety disorder.
2. The complaints of unfavourable treatment because of something arising in consequence of disability, failure to make reasonable adjustments and harassment are therefore dismissed.
3. The complaint of victimisation is dismissed following a withdrawal by the Claimant. The Claimant confirmed that he was withdrawing all complaints as set out in his ET1 submitted on 25 February 2025 and those set out in his further particulars submitted on 13 May 2025. All complaints are dismissed.

Approved by:

Employment Judge Cawthray

13 October 2025

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. If written reasons are provided they will be placed online.

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/