



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 8000414/2025

Held in Edinburgh on 24-28 November and 1 December 2025 (28 November 2025 and morning of 1 December 2025 in Chambers) by Cloud Video Platform (CVP)

Employment Judge Beyzade

Mr K Mackay

**Claimant
In Person**

Logan Energy Ltd

**Respondent
Represented by:
Ms C MacColl -
Counsel
[on 1 December
2025 – Miss K
Proctor – Solicitor]**

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

1. The Judgment of the Tribunal is that:
 - 1.1 The claimant's complaint of unfair dismissal contrary to section 100(1)(b) of the Employment Rights Act 1996 is hereby dismissed.
 - 1.2 The claimant's complaint of unfair dismissal contrary to section 103A of the Employment Rights Act 1996 is not well founded and it is hereby dismissed.
 - 1.3 The claimant's complaint of direct disability discrimination contrary to section 13 of the Equality Act 2010 is not well founded and it is hereby dismissed.

Date sent to parties

05 December 2025

I confirm that this is my judgment in the case of 8000414/2022 Mr K Mackay v Logan Energy Ltd and that I have signed the order by electronic signature.

Note - 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.