



## **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**

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*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.