



**EMPLOYMENT TRIBUNALS (SCOTLAND)**

**Case No: 8001391/2025**

**Hearing held by CVP (Glasgow) on 10 December 2025**

**Employment Judge R Mackay**

**Mr S Ndema**

**Claimant  
In Person**

**Thorntoun Limited**

**Respondent  
Represented by  
Ms Johnstone,  
Senior  
Administrator**

**JUDGMENT OF THE EMPLOYMENT TRIBUNAL**

For the reasons given orally at the conclusion of the hearing, the claimant is not disabled as that term is defined in the Equality Act 2010. The claim of disability discrimination is, accordingly, dismissed.

**Date sent to parties**

**15 December 2025**