



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 8001813/2025 (V)

Preliminary Hearing (Case Management)
Glasgow ET (via video/CVP) on 10 December 2025

Employment Judge Tinnion

Mr. A. Wood

Claimant
In person

Fife Council

Respondent
Ms. K. Rowe,
Solicitor

JUDGMENT

1. The following claims contained in para. 8.2 of the Claimant's ET1 are dismissed following their withdrawal by the Claimant at the hearing on 10 December 2025:

*"I was subjected to a disciplinary process by Fife Council based on unsubstantiated, defamatory statements that labelled me "dangerous," "menacing," and accused me of giving a "death stare." These were made without evidence by Barry McMurdo and backed by a close associate whose statement was contradictory. The disciplinary concluded on 10 July 2025 with *no formal action*, yet I was issued a recorded counselling requirement, in breach of the Council's Disciplinary Policy (DI02) and the ACAS Code of Practice.*

I was denied the opportunity to clear my name and remain stigmatised by this unfair record. Occupational Health confirmed I suffer from a psychological condition that qualifies as a disability under the Equality Act 2010. Despite this, I was put through unnecessary stress and formal action, causing significant mental health deterioration. I continue to be signed off work and suffer daily anxiety due to the damage to my reputation and self-worth.

My Subject Access Request (submitted 10 April 2025) was delayed beyond legal timeframes and key evidence was excluded. An ICO investigation is ongoing (Ref: IC-367150-P8F8). In addition, a protected Disclosure Scotland

document was accessed and used by a now-retired Head of Service. HR later confirmed this should not have occurred, and that the document was passed from Helen Wilkie to John Rodigan. No disciplinary action was taken against either.

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My grievance was raised in April and again in June, but remains unanswered. I have been left unsupported, isolated, and denied justice, while those who caused harm faced no accountability.

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This process has destroyed my trust in my employer. I seek compensation for the psychological harm, reputational damage, breach of procedure, and disability discrimination I have suffered.”

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Date sent to parties: 17 December 2025