



EMPLOYMENT TRIBUNALS

Claimant: Leon Hall

Respondent: Oxford City Council

Heard at: Reading (in public by CVP)

On: 9 December 2025

Before: Employment Judge Harrison

Appearances

For the claimant: Mr S Davis, Trade Union Representative, Unite the Union

For the respondent: Mr T Asghar, Counsel

JUDGMENT

1. The claim of unfair dismissal was not presented within the applicable time limit. It was reasonably practicable to do so. The claim of unfair dismissal is therefore dismissed.
2. The claims of disability discrimination were not presented within the applicable time limit, but it is just and equitable to extend the time limit. The claims of disability discrimination will therefore proceed.

Approved by Employment Judge Harrison

9 December 2025

JUDGMENT SENT TO THE PARTIES ON
31 December 2025

FOR THE TRIBUNAL OFFICE

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. 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:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>