



# EMPLOYMENT TRIBUNALS

## Claimant

## Respondent

v

Mr A Shah

Guidant Global UK LTD

**Heard at:** Watford

**On:** 12 December 2025

**Before:** Employment Judge French

## Appearances

**For the Claimant:** In person

**For the Respondent:** Ms L Quigley, Counsel

# JUDGMENT

1. At the relevant times the claimant was not a disabled person as defined by section 6 Equality Act 2010 because of bypass surgery after effects and knee pain.
2. The complaint of discrimination related to disability is therefore dismissed.
3. The complaints of age and disability discrimination were not presented within the applicable time limit. It is not just and equitable to extend the time limit. The claim is therefore dismissed.

Approved by:

**Employment Judge French**

12 December 2025

JUDGMENT SENT TO THE PARTIES  
ON 8 January 2026

FOR THE TRIBUNAL OFFICE

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.

**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/>