



EMPLOYMENT TRIBUNALS

Claimant: Mr L Crichlow

Respondent: Manchester City Council

Heard at: Manchester Employment
Tribunal

On: 3rd, 4th and 5th
December 2025

Before: Employment Judge Thompson
(sitting alone)

REPRESENTATION:

Claimant: In person

Respondent: Mr Todd, Counsel

JUDGMENT

1. Each complaint of direct sex discrimination contrary to section 13 of the Equality Act 2010 fails and is dismissed.
2. Each complaint of indirect sex discrimination contrary to section 19 of the Equality Act 2010 fails and is dismissed.

Employment Judge Thompson

Date 5th December 2025

JUDGMENT SENT TO THE PARTIES ON

14 January 2026

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/>