



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr L Crichlow

**Respondent:** Manchester City Council

**Heard at:** Manchester Employment  
Tribunal

**On:** 3<sup>rd</sup>, 4<sup>th</sup> and 5<sup>th</sup>  
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 5<sup>th</sup> 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](https://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/>