



EMPLOYMENT TRIBUNALS

Claimant: Mr J S T Fraser

Respondent: Acklam's Coaches Limited

Heard at: Hull

On: 26, 27, 28 January 2026

Before: Employment Judge Miller

Representation

Claimant: Ms Dawson – counsel

Respondent: Ms Barnes – counsel

JUDGMENT

1. The complaint of direct disability discrimination is not well-founded and is dismissed.
2. The complaint of indirect disability discrimination is not well-founded and is dismissed.
3. The complaint of failure to make reasonable adjustments for disability is not well-founded and is dismissed.

Approved by

Employment Judge Miller

Date: 28 January 2026

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.