



# EMPLOYMENT TRIBUNALS

**Claimant:** A Connolly

**Respondent:** Manchester City Council

**HEARD AT:** Manchester

**On:** 22-26 September 2025  
& 23 December 2025  
(in chambers: 17 November 2025)

**BEFORE:** Employment Judge Batten  
A Clarke  
M Stemp

**REPRESENTATION:**

**For the Claimant:** In person

**For the Respondent:** T Wood, Counsel

## JUDGMENT

**The unanimous judgment of the Tribunal on liability is that:**

1. The complaint of constructive unfair dismissal is not well-founded and is dismissed;
2. the complaint of disability discrimination pursuant to section 15 of the Equality Act 2010 in respect of the telephone call to the claimant on or about 14 April 2023 succeeds (list of issues 5.2.1), time having been extended on a just and equitable basis;
3. All other complaints of disability discrimination and victimisation are not well-founded and are dismissed.
4. The claim shall proceed to a remedy hearing on **Tuesday 7 April 2026**.

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Employment Judge Batten  
23 December 2025

JUDGMENT SENT TO THE PARTIES ON:

18 February 2026

AND ENTERED ON THE REGISTER

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

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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/>