



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Americo Calbral

**Respondent:** Metroline Travel Ltd

**Heard at:** Watford Employment Tribunal

**On:** 4 February 2026

**Before:** Employment Judge Young

**Representation**

Claimant: Litigant in person

Respondent: Mr Robert Winspear (Counsel)

## JUDGMENT

It is the Judgment of the Employment Judge that:

The Claimant is not disabled within the meaning of section 6 of the Equality Act 2010

Approved by:

Employment Judge Young

Dated 4 February 2026

JUDGMENT & REASONS SENT TO THE PARTIES ON

17 February 2026.....

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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](http://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/>