



EMPLOYMENT TRIBUNALS

Claimant: Mr D Murphy

Respondent: Royal Borough of Greenwich

Heard at: Croydon (via CVP) **On:** 1, 2, 3, 4 and 5 September 2025

Before: Employment Judge Leith
Ms C Lloyd-Jennings
Ms C Edwards

Representation

Claimant: Mrs Murphy (Mother)

Respondent: Mr Lockley (Counsel)

JUDGMENT

1. The complaints of discrimination arising from disability, indirect disability discrimination and failure to make reasonable adjustments all succeed.
2. The complaints of direct disability discrimination and unauthorised deduction from wages fail and are dismissed.
3. The Tribunal has the jurisdiction in principle to consider applying an uplift to the Claimant's compensation for failure to comply with the relevant ACAS Code of Practice. The question of whether to apply such an uplift will be decided at the remedy hearing.
4. No reduction will be made to the Claimant's compensation to reflect the possibility that his employment might have ended in any event up to and including the date of this hearing.

Approved by:
Employment Judge Leith

Date: 5 September 2025

Sent to Parties.
7 October 2025

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/>