



EMPLOYMENT TRIBUNALS

Claimant

Mr J Mangrola

Respondents

- v (1) The Home Office (3311616/2023);
(2) Ms Patricia Fitzmaurice
(3311616/2023);
(3) Ms Claire Faxon (3311616/2023);
(4) Ms Gabrielle Monk
(3315289/2023);
(5) Mr Ian Crocker (3315289/2203);
(6) Mr Christopher Edwards
(3315289/2023)

Heard at: Bury St Edmunds (part in person, part by CVP)

On: 23, 24, 25, 26 and 27 June 2025
13, 14, 15, 16, 19, 20, 21 and 22 January 2026
(13 days including days of deliberation, Judgment writing and
delivery of an extempore Judgment)

Before: Employment Judge K J Palmer

Members: Mr B McSweeney and Mr C Grant

Appearances

For the Claimants: In person

For the Respondent: Mr Harris (Counsel)

JUDGMENT

1. It is the unanimous Judgment of this Tribunal that the Claimant's claims in direct disability, race, sex and age discrimination under s.13 of the Equality Act 2010 fail and are dismissed.
2. The Claimant's claims in indirect disability discrimination under s.19 of the Equality Act 2010 fail and are dismissed.
3. The Claimant's claims in discrimination arising from disability under s.15 of the Equality Act 2010 fail and are dismissed.

4. The Claimant's claims in reasonable adjustments under S.20 and 21 of the Equality Act 2010 fail and are dismissed.
5. The Claimant's claims in harassment related to disability / race / sex / age, under s.26 of the Equality Act 2010 fail and are dismissed.
6. The Claimant's claims in victimisation under s.27 of the Equality Act 2010 all fail and are dismissed.
7. The Claimant's claims fail and all are dismissed.

Approved by:

Employment Judge K J Palmer

Date: 23 January 2026

Sent to the parties on: .

16 March 2026

For the Tribunal Office

Note:

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 is likely to be payable in most but not all circumstances. 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/>