



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Philip Hughes

**Respondent:** Cardiff Council

**Heard at:** Employment Tribunal sitting at Cardiff Magistrates Court **On:** 9 – 11 March 2026

**Before:** Employment Judge Grubb  
(sitting alone)

## REPRESENTATION:

**Claimant:** In person **Respondent:** Mr Anthony Vines (Counsel)

# JUDGMENT

1. The complaint for discrimination arising from disability under s. 15 of the Equality Act 2010 is not well-founded and is dismissed.
2. The complaint of harassment arising from disability under s. 26 of the Equality Act 2010 is not well-founded and is dismissed.

**Approved by:**

**Employment Judge C Grubb**

**11 March 2026**

**JUDGMENT SENT TO THE PARTIES ON  
23 March 2026**

**Miriam Drake  
FOR THE TRIBUNAL OFFICE**

**Notes**

Written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

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.