



EMPLOYMENT TRIBUNALS

Claimant: Mr C Lowe

Respondent: John K Philips Ltd

Heard at: Liverpool (By Video)

On: 9 January 2026

Before: Employment Judge Buzzard

REPRESENTATION:

Claimant: In Person

Respondent: Mr Mclean (Counsel)

JUDGMENT

1. The claimant has not presented evidence which shows that at the relevant he was a disabled person as defined by section 6 Equality Act 2010. The claimant is therefore found not to have been a disabled person at the relevant time and his only outstanding claim, which is a claim of discrimination arising from disability, is dismissed.
2. The respondent's application for costs arising from the postponed hearing listed to take place on 30 September 2025 is refused.

Approved by:

Employment Judge Buzzard

9 January 2026

Judgment sent to the parties on:

20th March 2026

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For the Tribunal:

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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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 at www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/