



# EMPLOYMENT TRIBUNALS

**Claimant:** Martin Gambrill  
**Respondent:** Whitworths Limited  
**Heard at:** Cambridge Employment Tribunal  
**On:** 3, 4, 5 and 6 February 2026  
**Before:** Employment Judge Freshwater  
Tribunal Member Karen Omer  
Tribunal Member Alan Hayes

## Representation

**Claimant:** Ms A Loutfi (counsel)  
**Respondent:** Ms K Anderson (counsel)

# JUDGMENT

1. The tribunal finds the claim of direct disability discrimination contrary to section 13 of the Equality Act 2010 is not well-founded and is dismissed.
2. The tribunal finds the claim of discrimination arising from disability contrary to section 15 of the Equality Act 2010 is not well-founded and is dismissed.
3. The tribunal finds the claim of indirect discrimination contrary to section 19 of the Equality Act 2010 is not well-founded and is dismissed.
4. The tribunal finds the claim of failure to make reasonable adjustments contrary to sections 20 and 21 of the Equality Act 2010 is not well-founded and is dismissed.

Approved by:

**Employment Judge Freshwater**

**13 March 2026**

JUDGMENT SENT TO THE PARTIES  
ON 16 April 2026

## 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. 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 here:

[www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/](http://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/)