



EMPLOYMENT TRIBUNALS

Claimant: Mr D Shah

Respondent: McCurrach UK Ltd

HELD AT: Manchester (by CVP) **ON:** 16,17,19 & 20 March 2026

BEFORE: Judge Cowx (sitting alone)

REPRESENTATION:

Claimant: Mr Shah represented himself

Respondent: Miss Stella English, Litigation Consultant

JUDGMENT

1. The claimant's claim was brought in time and the Employment Tribunal therefore had jurisdiction to hear it.
2. The claimant's complaint of direct discrimination on grounds of disability contrary to Section 13 of the Equality Act 2010 is dismissed.
3. The claimant's complaint of failing to make reasonable adjustments contrary to Sections 20 and 21 of the Equality Act 2010 is dismissed.
4. The claimant's complaint of harassment contrary to Section 26 of the Equality Act 2010 is dismissed.
5. The claimant's complaint of victimisation contrary to Section 27 of the Equality Act 2010 is dismissed.

Judge Cowx

20 March 2026

JUDGMENT SENT TO THE PARTIES ON
23 April 2026

FOR THE TRIBUNAL OFFICE

Notes

1. 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.
2. 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.