



EMPLOYMENT TRIBUNALS

Claimant: Mr K Lloyd
Respondent: Torfaen County Borough Council

Heard at: Cardiff; in person **On:** 6th-8th, 11th May 2026

Before: Employment Judge A Williams

REPRESENTATION:

Claimant: Ms V Calladine, Representative
Respondent: Ms O'Halloran, Counsel

JUDGMENT

The judgment of the Tribunal is as follows:

1. The Claimant's claim of discrimination arising from disability (section 15 Equality Act 2010) was not presented within the applicable time limit and it is not just and equitable to extend time. The complaint of discrimination arising from disability is therefore dismissed.

2. In the alternative, the complaint of discrimination arising from disability is not well-founded and is dismissed.
3. The Claimant's claim of failure to make reasonable adjustments (sections 21-22 Equality Act 2010) was not presented within the applicable time limit. It is not just and equitable to extend time. The complaint of failure to make reasonable adjustments is therefore dismissed.
4. In the alternative, the complaint of a failure to make reasonable adjustments is not well-founded and is dismissed.
5. The Claimant's claim of unfair dismissal is not well-founded is dismissed.

Employment Judge Williams

Authorised for issue on:

11th May 2026

Judgment sent to the parties on:

27 May 2026

For the Tribunal:

Katie Dickson

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

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