



EMPLOYMENT TRIBUNALS

Claimant: Vernon Broughton

Respondent: Svitzer Marine Limited

Heard at: Watford (by CVP; in private)

On: 19 May 2026

Before: Employment Judge Grahame Anderson

Appearances

For the claimant: Joanna Bradbury (Counsel)

For the respondent: Bharat Jangra (Counsel)

JUDGMENT

- (1) The Claimant's applications to amend his claim to include the following claims succeed:
 - a. Discrimination arising from disability contrary to s. 15 of the Equality Act 2010;
 - b. Indirect discrimination contrary to s. 19 of the Equality Act 2010;
 - c. Whistleblowing detriment contrary to s. 47B of the Employment Rights Act 1996 arising out of allegations of (i) "the parallel running of the grievance and capability processes with the very managers complained against" and (ii) the "perfunctory handling of the grievance appeal by Mr Pattenden".
- (2) The Claimant's application to amend his claim to pursue a claim of whistleblowing detriment arising out of exclusion from safety committee meetings is refused.

Approved by

Employment Judge Grahame Anderson

19 May 2026

Sent to the parties on:
23 June 2026

For the Tribunal Office: