



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr L Bougen

v

Greenwood & Coope Limited

Heard at: **Manchester**

On: **7, 8, 11, 12, 13, 14, 15, 18, 19,
20, 21, 22, 29 May 2026**

Before: **Employment Judge Kenward
Ms L Atkinson
Ms B Hillon**

Appearances

For the Claimant: **Ms R Howes** (lay representative)

For the Respondent: **Ms C Page** (Counsel)

JUDGMENT

1. The complaint of (constructive) unfair dismissal is not well-founded and is dismissed.
2. The complaint of failure to make reasonable adjustments for disability is not well-founded and is dismissed.
3. The complaints of harassment related to disability are not well-founded and are dismissed.

Approved by
Employment Judge Kenward

Dated 1 June 2026

Sent to the parties on
30 June 2026

For the Tribunal office

Notes

Summary reasons for the Judgment having been given orally at the hearing, summary 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.

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.

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. 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: <https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>