



EMPLOYMENT TRIBUNALS

Claimant: Mr F Clifford

Respondent: Birmingham City Council

Heard at: Midlands West; **On:** 15-19 June 2026

Before: Employment Judge Hindmarch

Appearances

For the Claimant: Mr Fletcher-Employment Law Adviser

For the Respondent: Mr Wilson - Counsel

JUDGMENT

1. The Respondent had knowledge of the Claimant's disability from January 2022.
2. The complaints of unfair dismissal and automatic unfair dismissal for making protected disclosures are not well-founded and are dismissed.
3. The complaints of being subject to detriment for making protected disclosures are not well-founded and are dismissed.
4. The complaints of failure to make reasonable adjustments for disability are not well-founded and are dismissed.

Employment Judge Hindmarch

Approved on: 22 June 2026

All judgments apart from those under rule 51 and any written full reasons for judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimant(s) and respondent(s).

Full reasons were given orally at the hearing. Written full reasons will not be provided unless requested by any party at the hearing, or by a written request received by the Tribunal within 14 days of the sending of the written record of the decision.