



EMPLOYMENT TRIBUNALS

Claimant: Mr Daniel Cobb

Respondent: Southend on Sea City Council

Heard at: London East Hearing Centre (via CVP)

On: 11 – 13, 18 – 22 May and 29 June 2026

Before: Employment Judge Searley

REPRESENTATION:

Claimant: Ms Duncan Brown, Counsel

Respondent: Mrs Mensah, Counsel

JUDGMENT

1. In relation to the claims of direct disability discrimination, harassment relating to disability, unfavourable treatment because of something arising in consequence of disability and failure to make reasonable adjustments for disability, the alleged discriminatory acts which took place before 1 January 2023 were not part of a course of conduct over a period of time that ended on 3 December 2023. Accordingly, these complaints were not presented within the applicable time limit. It is not just and equitable to extend the time limit. These complaints are therefore dismissed.
2. In relation to the claims of direct disability discrimination, harassment relating to disability, unfavourable treatment because of something arising in consequence of disability, victimisation and failure to make reasonable adjustments for disability, the alleged discriminatory acts after 1 January 2023 and prior to 27 November 2023 were part of a course of conduct over a period of time that ended on 3 December 2023. Accordingly, these complaints were presented in within the applicable time limit.
3. The complaint of direct disability discrimination is not well-founded and is dismissed.

4. The complaint of harassment related to disability is not well-founded and is dismissed.
5. The complaint of unfavourable treatment because of something arising in consequence of disability is not well-founded and is dismissed.
6. The complaint of victimisation is not well-founded and is dismissed.
7. The complaint of failure to make reasonable adjustments for disability is not well-founded and is dismissed.
8. The complaint of unfair dismissal is not well-founded and is dismissed.

Approved by:
Employment Judge Searley
Dated: 29 June 2026