



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr J Blackstone

**Respondent:** James Cropper PLC

**Heard at:** Carlisle

**On:** 27 March 2026

**Before:** Employment Judge Leach, Ms K Fulton and Mr S Moules

## REPRESENTATION:

**Claimant:** Mr Muglinson (counsel)

**Respondent:** Mr Mahmood(counsel)

# JUDGMENT

1. The claimant was unfairly dismissed.
2. The claimant succeeds in his complaint that the respondent failed in its duty under section 20 Equality Act 2010 to make reasonable adjustments.
3. The following complaints fail and are dismissed.
  - a. A complaint of direct discrimination (section 13 Equality Act 2010).
  - b. A complaint of discrimination arising from disability (section 15 Equality Act 2010)

Approved by:  
**Employment Judge Leach**  
11 June 2026

JUDGMENT SENT TO THE PARTIES ON  
28 July 2026

FOR THE TRIBUNAL OFFICE

## Notes

Summary reasons for the judgment having been given orally at the hearing, 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. If written reasons are provided they will be placed online.

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

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

[www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/](http://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/)