



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr John Telfer

**Respondent:** Sellafeld Limited

**Heard at:** Carlisle (In Person)

**On:** 20-22 July 2026

**Before:** Judge C J Cowx (sitting alone)

## REPRESENTATION:

**Claimant:** Mr James Kapadia of Counsel

**Respondent:** Mr James Boyd of Counsel

# JUDGMENT

The judgment of the Tribunal is as follows:

1. The claimant's claim of discrimination arising from disability pursuant to Section 15 of the Equality Act 2010 is unfounded and is dismissed.
2. The claimant's claim of failure to make reasonable adjustments pursuant Sections 20 and 21 of the Equality Act 2010 is unfounded and is dismissed.

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Judge Cowx

22 July 2026

JUDGMENT SENT TO THE PARTIES ON

29 July 2026

FOR THE TRIBUNAL OFFICE

**Note**

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.

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