



EMPLOYMENT TRIBUNALS

Claimant

Mr Jacob Hinsley

v

Respondent

Cinch Cars Limited

Heard at: Bury St Edmunds (by CVP)

On: 27, 28 and 29 July 2026

Before: Employment Judge KJ Palmer (sitting alone)

Appearances

For the Claimant: Mrs Barnes (Claimant's Mother)

For the Respondent: Miss van den Berg (Counsel)

JUDGMENT

It is the Judgment of this Tribunal as follows:

1. The Claimant is not a disabled person under s.6 of the Equality Act 2010. The Claimant's claims under s.20 and s.21 for a failure to make reasonable adjustments fail and are dismissed. The Claimant's claim for constructive discriminatory dismissal fails and is dismissed.
2. The Claimant's claim under s.8 of the Employment Rights Act 1996 that the Respondents failed to comply with their duty under that section, fails and is dismissed.

Approved by:

Employment Judge KJ Palmer

Date: 3 August 2026

Sent to the parties on:

4 September 2026..

.....
For the Tribunal Office

Note:

Summary Reasons for the Judgment having been given orally at the Hearing, summary or full 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.

Public access to Employment Tribunal decisions

All judgments (apart from judgments under Rule 51) and any full 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.

Recording and Transcription

Please note that if a Tribunal Hearing has been recorded you may request a transcript of the recording, for which a charge is likely to be payable in most but not all circumstances. 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/>