



EMPLOYMENT TRIBUNALS

Claimant: Rowan¹

Respondents: (1) Ms Alison Bethel & (2) Stockport NHS Foundation Trust

Heard: Manchester Employment Tribunal

On: 7, 8, 9 & 10 April 2026 and 15 May 2026 (5 days)

Before: Employment Judge G Tobin

Members: Mr A Price
Dr B Tirohl

Representation

Claimant: Mr M Curtis (counsel)

Respondent: Mr B Williams (counsel)

JUDGMENT

It is the decision of the Employment Tribunal that:

1. The claimant was a disabled person, pursuant to s6 Equality Act 2010. This is a unanimous decision of all 3 members of the Tribunal.
2. The respondents did not breach its duty to make reasonable adjustments, under s20 Equality Act 2010, in breach of s21 Equality Act 2010. This was a unanimous decision for all 8 allegations.
3. The respondent did not victimise the claimant, in breach of s27 Equality Act 2010. This is a unanimous decision for all 6 allegations.
4. Of the 6 allegations of harassment related to his disability, pursuant to s26 Equality Act 2010, the majority of the Tribunal found that these allegations were not well founded. The minority member found that 1 of the 6 allegations was well founded.

¹ No surname by deed poll

5. The majority of the Tribunal found that the respondents did discriminate against the claimant for something arising from his disability, in breach of s15 Equality Act 2010. The minority member found 1 allegation of the 6 allegations to be well founded.
6. For completeness, in respect of the single allegations of harassment and discrimination arising from disability, found respectively, the minority member found that these allegations were presented outside the time limit contained in s123 Equality Act 2010 and that it would not have been just and equitable to extend the appropriate time limits.
7. The case being completed, proceeding to now dismiss.

Approved by Employment Judge Tobin
9 September 2026

JUDGMENT SENT TO THE PARTIES ON
9 September 2026

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FOR THE TRIBUNAL OFFICE