



EMPLOYMENT TRIBUNALS

Claimant: Mr M Ramage

Respondent: Home Office

HELD AT: Liverpool (remote, by CVP) **ON:** 20, 21, 22, 23, 24, 27, 28, 29, 30, 31 July 2026

BEFORE: Employment Judge Johnson

MEMBERS: Mrs L Heath
Mr R Cunningham

REPRESENTATION:

Claimant: Mrs J Corfield (lay representative)
Respondent: Mr D Bunting (counsel)

JUDGMENT

The judgment of the Tribunal is that:

- (1) The claimant was fairly dismissed by the respondent. This means that the claimant's claim of unfair dismissal was unsuccessful.
- (2) The complaint of wrongful dismissal/breach of contract is not well founded which means that it is unsuccessful.
- (3) The complaints of discrimination on grounds of disability contrary to section 15 and sections 20 & 21 Equality Act 2010 are not well founded. This means that the disability discrimination claim was unsuccessful.
- (4) The complaint for unpaid holiday pay is not well founded and is unsuccessful.
- (5) The complaint for unpaid pension contributions is not well founded and is unsuccessful.

EJ A Johnson

Employment Judge Johnson

Date 31 July 2026

JUDGMENT SENT TO THE PARTIES ON

10 September 2026

FOR THE TRIBUNAL OFFICE

Notes

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

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 may be payable. 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/>