



EMPLOYMENT TRIBUNALS

Claimant: Mr Luke Hanson

Respondent: Marks and Spencer PLC

Heard at: Midlands West

On: 15 September 2026

Before: Employment Judge Hussain

REPRESENTATION:

Claimant: Litigant in person

Respondent: Miss Eaindra Cho (Counsel)

JUDGMENT

1. At the relevant times the claimant was not a disabled person as defined by section 6 Equality Act 2010 because of autism spectrum disorder or Aspergers Syndrome or by reason of difficulties arising from autism, including difficulties with communication, a need for routines, stress and anxiety, sleep difficulties and sensory sensitivities.

Approved by:

Employment Judge Hussain

17 September 2026

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. 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 at www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/