



# EMPLOYMENT TRIBUNALS

**Claimant****Respondent**

Mr Mark Turner

v

Great Yarmouth Borough Council

**Heard at:** Bury St Edmunds**On:** 18, 19, 20, 22 May 2026  
7, 8, 9, 10 September 2026**Before:** Employment Judge KJ Palmer**Members:** Mrs L Salmon and Mrs S Williams**Appearances****For the Claimant:** Mr Anastaides (Solicitor)**For the Respondent:** Ms Ifeka (Counsel)

## JUDGMENT

given extemporarily

It is the unanimous Judgment of this Tribunal as follows:

1. The Claimant's claim for unfair dismissal succeeds.
2. The Claimant's claim for direct disability discrimination under section 13 Equality Act 2010 fails and is dismissed.
3. The Claimant's claim for discrimination arising from disability under section 15 Equality Act 2010 fails and is dismissed.
4. The Claimant's claim for a failure to make reasonable adjustments under section 20 Equality Act 2010 fails and is dismissed.
5. The Claimant's claim for indirect disability discrimination under section 19 Equality Act 2010 fails and is dismissed.
6. The Claimant's claim for harassment under section 26 Equality Act 2010 related to disability fails and is dismissed.

7. The Claimant's claim for victimisation under section 27 Equality Act 2010 succeeds.

**Approved by:**

**Employment Judge KJ Palmer**

**Date: 11 September 2026**

Sent to the parties on: 7 October 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/>