Case Number: 2307106/2023

EMPLOYMENT TRIBUNALS

Claimant: **Robert Newbury**

Respondent: **Rail for London (Infrastructure) Limited**

Heard at: **London South (by video)** **On: 26, 27, 28, 29, 30 October 2026**

Before: **Employment Judge R Russell**

Representation
Claimant: In person
Respondent: Miss C Urquhart, Counsel

JUDGMENT

1. The complaint of constructive unfair dismissal is not well-founded and is dismissed.

2. The complaint of failure to make reasonable adjustments for disability is not well-founded and is dismissed.

3. The Claim is therefore dismissed in its entirety.

Approved by:

Employment Judge Russell

30 October 2026

Notes

Full reasons were given orally at the hearing. Written full reasons will not be provided unless requested by any party at the hearing, or by a written request received by the Tribunal within 14 days of the sending of the written record of the decision.

All judgments (apart from judgments under Rule 51) and any written full 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 claimant(s) and respondent(s).

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