



EMPLOYMENT TRIBUNALS

Claimant: Mr M Trought
Respondents: 1) City of Bradford Metropolitan District Council
2) Miss Sharon Thomson

Heard at: Leeds Employment Tribunal
Before: Employment Judge Deeley, Ms Brown and Ms Noble

On: 15-17 and 19 November 2021

Representation
Claimant: Mr B Henry (Counsel)
Respondent: Mr R McLean (Counsel)

JUDGMENT

1. The claimant's complaints of:
 - 1.1 Direct disability discrimination (save for the complaint relating to the Second Respondent's conduct at the meeting on 12 November 2020 which was pleaded in the alternative to the Harassment complaint);
 - 1.2 Discrimination arising from disability;
 - 1.3 Indirect discrimination; and
 - 1.4 Unauthorised deductions from wages;are dismissed by consent, having been withdrawn at the start of this hearing.
2. The claimant's complaints of disability discrimination, consisting of:
 - 2.1 Failure to make reasonable adjustments (against the First Respondent); and
 - 2.2 Harassment (against the First Respondent and the Second Respondent);succeed and are upheld.

NOTES

1. The claimant's complaint of direct disability discrimination was brought in the alternative to his harassment complaint. The claimant succeeded in his harassment complaint and therefore no judgment was made in relation to his direct disability discrimination complaint.
2. The remedies hearing of this claim has been arranged for Friday 4 March 2022 by CVP videolink. A separate notice of the remedies hearing and case management orders shall be sent to the parties.
3. If either party wishes to request written reasons for this Judgment, they must make their request within 14 days of the date on which this Judgment is sent to the parties.

**Employment Judge Deeley
19 November 2021**

Public access to Employment Tribunal judgments

Judgments and written reasons for judgments, where they are provided, are published in full in the Tribunal's online register shortly after a copy has been sent to the parties in the case.