



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr T Locke

**Respondent:** Blenheim Palace Heritage Foundation

**Heard at:** Reading **On: 25, 26, 27, 28 and 29 November 2024**

**Before:** Employment Judge Gumbiti-Zimuto

**Appearances**  
**For the Claimant:** Miss C Reid, lay representative  
**For the Respondent:** Miss L Veale, counsel

## JUDGMENT

1. The claimant's complaints of direct disability discrimination and failing to make reasonable adjustments not well founded and dismissed.
2. The claimant's complaints of discrimination arising from disability in respect of the claimant's dismissal are well founded and succeed.
3. A remedy hearing shall take place at the Reading Employment Tribunal hearing centre, 30/31 Friar Street, Reading RG1 1DX on **11 and 12 February 2025**, commencing at 10 am.
4. The claimant must send to the respondent copies of any documents relating to remedy that have not already been sent to the respondent by no later than 4pm on **20 December 2024**.
5. The claimant must send to the respondent his witness statement on remedy and a schedule of loss by no later than 4pm on **28 January 2025**.
6. The respondent must send to the claimant a counter schedule of loss and the statement of any witness that the respondent will be seeking to rely upon at the remedy hearing by 4pm on **4 February 2025**.

Employment Judge Gumbiti-Zimuto

Date: 29 November 2024

Sent to the parties on: 03/01/2025

For the Tribunals Office

Note

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:**

All judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://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/>