



EMPLOYMENT TRIBUNALS

Claimant: Mr J Morgan

Respondent: Green Light Traffic Management Limited

Heard at: Cardiff; by video

On: 7 November 2024

Before: Employment Judge R Harfield

Representation

Claimant: Mr Morgan represented himself

Respondent: Mr Lewis-Bale (Counsel)

PRELIMINARY HEARING IN PUBLIC JUDGMENT

1. The Claimant was a disabled person, as defined by section 6 Equality Act, at the material time January 2023 through to dismissal on 5 October 2023 by reason of impaired mobility and pain (through his ankle condition).
 2. The complaints relating to dismissal on 5 October 2023 or any discriminatory conduct extending over a period culminating in dismissal on 5 October 2023 that is found to have occurred at a final hearing were presented within a period the employment tribunal thinks just and equitable.
 3. It is ultimately a matter for the final hearing to determine what events occurred, whether they were discriminatory, and if so part of discriminatory conduct extending over a period that includes 5 October 2023. If not, it is a matter for the final hearing to determine, if relevant, whether any complaint about any discriminatory acts found to have occurred earlier than dismissal on 5 October 2023, were presented in a period the employment tribunal thinks just and equitable.
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Case No: 1600163/2024
Employment Judge R Harfield

Date 12 November 2024

JUDGMENT SENT TO THE PARTIES ON

21 November 2024

Adam Holborn
FOR THE TRIBUNAL OFFICE

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at 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/>