



EMPLOYMENT TRIBUNALS

Claimant: Mr D Risby

Respondent:

Openreach

Heard at Leeds by CVP

**On: 14, 15, 16, 17 (deliberations) and 18
October 2024**

Before

**Employment Judge Davies
Mrs J Blesic
Mr M Brewer**

Appearances

For the Claimant:

For the Respondent:

**In person with Mrs S Risby
Ms R Page (solicitor)**

JUDGMENT

1. The Claimant's complaints of unfair dismissal, failure to make reasonable adjustments for disability and unfavourable treatment because of something arising in consequence of disability are not well-founded and are dismissed.

**Employment Judge Davies
18 October 2024**

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

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party within 14 days of the sending of this written record of the decision. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 52) and any 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.

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.