



Case Number 1303675/2019  
Type V

# EMPLOYMENT TRIBUNALS

BETWEEN  
AND

Claimant  
Mr Z Allen

Respondent  
Solihull  
Metropolitan  
Borough Council

## JUDGMENT OF THE EMPLOYMENT TRIBUNAL

HELD AT Birmingham ON 27 – 29 July 2020

EMPLOYMENT JUDGE GASKELL

MEMBERS: Miss SP Outwin  
Mr MZ Khan

### Representation

For the Claimant: Mr W Brown (Solicitor)  
For Respondent: Miss G Nicholls (Counsel)

## JUDGMENT

The unanimous judgment of the tribunal is that:

- 1 The respondent did not, at any time material to this claim, act towards the claimant in contravention of Section 39 of the Equality Act 2010. The claimant's complaint of discrimination for a reason arising from disability, pursuant to Section 120 of that Act, is dismissed.
- 2 The claimant was fairly dismissed by the respondent; his claim for unfair dismissal is not well-founded and is dismissed.

Employment Judge Gaskell  
29 July 2020

### 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.