



EMPLOYMENT TRIBUNALS

Claimant
Mr N Donovan

v

Respondent
Birmingham City Council

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

Heard at: Birmingham by CVP

On: 2, 3, 4, 5, 6 & 9 November 2020

Before: Employment Judge Lloyd

Members: Mr J Reeves
Ms H Astill

Representation

For the Claimant: Mr T Allsopp, Solicitor

For the Respondent: Ms E Hodgetts, Counsel

JUDGMENT

The tribunal's unanimous judgment is as follows:

- 1) The claimant was not unfairly dismissed. The claim is dismissed.
- 2) The respondent dismissed the claimant in circumstances arising in consequence of his disability. The respondent has proven that the dismissal was justified by reason of it being a proportionate means of achieving a legitimate aim. The claim of disability discrimination is dismissed.

The tribunal dismisses the claimant's proceedings in their entirety.

Employment Judge B Lloyd
10 November 2020