



EMPLOYMENT TRIBUNALS

Claimant: Mr S Gillingham

Respondent: Swindon Borough Council

Heard at: Bristol **On:** 30 November 2018

Before: Employment Judge Mulvaney

Representation

Claimant: Ms V Williams

Respondent: Mr Cox

JUDGMENT ON PRELIMINARY ISSUE

1. The claimant's condition of fear of confined spaces or claustrophobia did not amount to a disability as defined in the Equality Act 2010 at the material time because the Employment Judge concluded that the adverse impact of the condition on the claimant's ability to carry out day to day activities was not substantial.
2. The claimant's case of disability discrimination is dismissed.

Employment Judge Mulvaney
30 November 2018

Note

Reasons for the decision 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.