



**EMPLOYMENT TRIBUNALS (SCOTLAND)**

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**Case Nos: 4106230/2022 & 4106231/2022**

**Heard at Glasgow (via CVP) on 3 August 2023**

**Employment Judge: N Buzzard**

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**Mr J McAuley**

**1<sup>st</sup> Claimant  
Represented by:  
Mr S Smith  
Solicitor**

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**Ms M Hunter**

**2<sup>nd</sup> Claimant  
Represented by:  
Mr S Smith  
Solicitor**

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**Island Bakery Organics Limited**

**1<sup>st</sup> Respondent  
Represented by:  
Mr P Warnes  
Solicitor**

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**Mr J Reade**

**2<sup>nd</sup> Respondent  
Represented by:  
Mr P Warnes  
Solicitor**

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**PRELIMINARY HEARING JUDGMENT**

The second claimant is found to have been a disabled person as defined by s6 of the Equality Act 2010 at the relevant times for the claimants' claims.

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**Employment Judge: N Buzzard  
Date of Judgment: 04 August 2023  
Entered in register: 04 August 2023  
and copied to parties**

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**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.

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