



EMPLOYMENT TRIBUNALS

Claimant: Mr A Evans

Respondent: Swansea Bay University Local Health Board

Heard at: Cardiff, by video

On: 17, 18, 19 and 20 June 2024

Before: Employment Judge R Harfield
Ms B Roberts
Ms C Peel

Representation

Claimant: Mr Evans represented himself
Respondent: Mr Graham (Counsel)

JUDGMENT

1. The unanimous judgment of the Tribunal is as follows:

- 1.1 The complaint of unfavourable treatment because of something arising in consequence of disability is not well-founded and is dismissed because the Claimant's dismissal was a proportionate means of achieving a legitimate aim.

Employment Judge R Harfield

Date 24 June 2024

JUDGMENT SENT TO THE PARTIES ON 25 June 2024

FOR THE TRIBUNAL OFFICE Mr N Roche

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 party within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. 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, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>