



EMPLOYMENT TRIBUNALS

Claimant: Mr S Henderson
Respondent: Openreach Limited
Heard at: East London Hearing Centre (by Video)
On: 4 January 2024
Before: Employment Judge Crosfill

Representation

Claimant: In person
Respondent: Ms Rebekah Page a Solicitor employed by the Respondent

PRELIMINARY ISSUES JUDGMENT

1. The Claimant was at all material times a person with a disability within the definition contained in Section 6 of the Equality Act 2010 by reason of an impairment described as symptoms of Post Traumatic Stress Disorder with anxiety and depression.
2. By consent it is recorded that the Respondent had actual knowledge of the Claimant's disability at the time that a decision was made to reject the Claimant's appeal against his dismissal.
3. The tribunal finds that the Respondent had constructive knowledge of the Claimant's disability at all other material times.

**Employment Judge Crosfill
Dated: 9 January 2024**