



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr R Trott

**Respondent:** Driver and Vehicle Standards Agency

## JUDGMENT OF THE EMPLOYMENT TRIBUNAL

**Heard at:** Southampton (by video)      **On:** 16 to 18 September 2024

**Before:** Employment Judge Gray  
**AND Members** Parties consented to JSA

### Appearances

For the Claimant: In person  
For the Respondent: Miss Gardiner (Counsel)

## JUDGMENT

**It is the judgment of the Tribunal that the Claimant's complaints of unfair constructive dismissal and discrimination on the grounds of disability (failure in the duty to make reasonable adjustments, something arising from disability and harassment) all fail and are dismissed.**

\_\_\_\_\_  
Employment Judge Gray  
Dated 18 September 2024

Judgment sent to Parties on

30 September 2024

Jade Lobb

**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.

**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/>