



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

**Mr R Baron**

**V**

**DE**

**Heard at:** London Central  
(By Cloud Video Platform, in private)

**On:** 4,5,8,9,10,11 and 12  
February 2021

**Before:** Employment Judge Joffe  
Ms P Breslin  
Mr R Baber

## Representation

**For the Claimant:** In person

**For the Respondent:** Ms L Bell, counsel

## JUDGMENT

- 1) The claimant's claim for automatically unfair dismissal for making protected disclosures (section 103A Employment Rights Act 1996) is dismissed.
- 2) The claimant's claim for automatically unfair dismissal for assertion of a statutory right ( section 104 Employment Rights Act 1996) is dismissed.

- 3) The claimant's claims for breach of contract are dismissed.
- 4) The claimant's claim under section 15 Equality Act 2010 is dismissed.
- 5) The claimant's claim that he was refused annual leave (regulations 13 and 13A Working Time Regulations 1998) is dismissed.
- 6) The claimant's claim that he was refused daily rest (regulation 10 Working Time Regulations 1998) was presented outside the time limit in regulation 30 Working Time Regulations 1998 (as extended by the Early Conciliation period) in circumstances where it was reasonably practicable for the claimant to present the claim in time and is dismissed.

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Employment Judge Joffe  
London Central Region  
16 February 2021

Sent to the parties on:  
19 February 2021

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For the Tribunals Office

**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.