



EMPLOYMENT TRIBUNALS

Claimant: Mr Andrew C McClelland

Respondent: BCA Logistics Limited

Heard at: Cardiff **On:** 8-11 March 2021

Before: Employment Judge R Brace
Mrs L Owen
Ms K Smith

Representation:

Claimant: In person

Respondent: Mr Crowe (Solicitor)

JUDGMENT

1. The complaint of unfair dismissal (constructive) is not well founded and is dismissed.
2. The complaints of discrimination arising from disability (s.15 Equality Act 2010), indirect disability discrimination (s.19 Equality Act 2010) and failure to comply with the duty to make reasonable adjustments (s.20/21 Equality Act 2010) are not well founded and are dismissed.

Employment Judge R Brace

Dated: 11 March 2021

JUDGMENT SENT TO THE PARTIES ON 12 March 2021

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FOR THE SECRETARY OF EMPLOYMENT TRIBUNALS

Case Number:

NOTE:

This is a written record of the Tribunal's decision. Reasons for this decision were given orally at the hearing. Written reasons are not provided unless (a) a party asks for them at the hearing itself or (b) a party makes a written request for them within 14 days of the date on which this written record is sent to the parties. This information is provided in compliance with Rule 62(3) of the Tribunal's Rules of Procedure 2013.