



EMPLOYMENT TRIBUNALS

Claimant: Mr S Mathers

Respondent: Able Skip Hire Limited

Heard at: Liverpool (by CVP) **On:** 28 April 2021

Before: Employment Judge Benson
Mr A G Barker
Ms E Cadbury

Representation

Claimant: Ms S Johnson - Counsel

Respondent: Mr Brent Johnstone – former Director

JUDGMENT

1. The claim of direct discrimination fails and is dismissed.
2. The claim of discrimination arising as a consequence of the claimant's disability is well founded and succeeds.
3. The claim of victimisation fails and is dismissed.
4. The claim of unauthorised deductions in respect of accrued holiday pay is well founded and succeeds.
5. The claim that the respondent breached the claimant's contract of employment by failing to provide notice is well founded and succeeds.
6. The claim that the respondent failed to provide the claimant with a statement of his main terms and conditions of employment contrary to section 1 of the Employment Rights Act 1996 is well founded and succeeds.

Employment Judge Benson

Date 29 April 2021

JUDGMENT SENT TO THE PARTIES ON

6 May 2021

FOR THE TRIBUNAL 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.

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.