



THE EMPLOYMENT TRIBUNALS

BETWEEN

Claimant: Mr C McGuinness

Respondent: Saint-Gobain Building Distribution Ltd

Heard at: Newcastle Hearing Centre (by CVP)

On: 16, 17 and 18 June 2021

Before: Employment Judge Morris

Members: Mr D Cattell
Ms B Kirby

Representation:

Claimant: In person

Respondent: Mr C Khan of counsel

JUDGMENT

The unanimous Judgment of the Tribunal is as follows:-

- 1) The claimant's complaint under Section 111 of the Employment Rights Act 1996 that his dismissal by the respondent was unfair contrary to Section 94 of that Act, by reference to Section 98 of that Act, is not well-founded and is dismissed.
- 2) The claimant's complaint that the respondent discriminated against him, contrary to Section 39 of the Equality Act 2010, in that it discriminated against him by treating him unfavourably by dismissing him because of something arising in consequence of his disability as described in Section 15 of that Act is not well-founded and is dismissed.

- 3) The claimant's complaint that, contrary to Section 21 of the Equality Act 2010, the respondent failed to comply with its duty under Section 20 of that Act to make adjustments is not well-founded and is dismissed.

EMPLOYMENT JUDGE MORRIS

**JUDGMENT SIGNED BY EMPLOYMENT
JUDGE ON 20 June 2021**

Note

Reasons for the above Judgment having been given orally at the hearing, and no request having been made at the hearing, written reasons will not be provided unless a written request is presented within 14 days of the sending of this written record of the Judgment.

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