



EMPLOYMENT TRIBUNALS

Claimant: Mr G Grover

Respondent: Garden Care Services (Dunstable) Ltd t/a The Secret Sanctuary

Heard at: Watford Employment Tribunal (in person)

On: 13 to 15 July 2021

Before: Employment Judge Quill; Ms L Thompson; Mr D Wharton

Appearances

For the Claimant: Mr T Goodwin, counsel
For the respondent: Mr M Dance, friend of directors

JUDGMENT

1. The complaint of unfair dismissal is well-founded and succeeds.
2. The breach of contract claim succeeds. The Claimant was entitled to receive 2 weeks' notice of dismissal.
3. The unpaid annual leave claim is successful. The Claimant is entitled to a payment of 0.22 weeks' pay in lieu.
4. The Respondent made unauthorised deductions from wages.
5. The Respondent failed to comply with the obligation in section 1 the Employment Rights Act 1996.
6. The Claimant meets the definition of disabled person in accordance with s6 Equality Act 2010. However, the complaints of disability discrimination (direct, discrimination arising from disability, failure to make reasonable adjustments) and harassment fail and are dismissed.
7. There will be a one day remedy hearing by video on a date to be notified.

Employment Judge Quill

Date: 19 July 2021

JUDGMENT SENT TO THE PARTIES ON
18th August 2021

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FOR THE TRIBUNAL OFFICE

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

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