



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant
Mr D Downes

AND

Respondent
MPA Group Ltd

JUDGMENT MADE AT A HEARING

HELD AT Birmingham

ON 1 to 5, 8, 16 & 17 March 2021

EMPLOYMENT JUDGE Hughes

MEMBERS: Mrs s Bannister
Mr R Virdee

Representation

For the Claimant: In person

For the Respondent: Mr O Lawrence, Counsel

JUDGMENT

The unanimous decision of the Employment Tribunal is that:

- 1 The claimant was not automatically unfairly dismissed by reason of making a disclosure qualifying for protection.
- 2 The claimant was not subjected to detriment because of making a disclosure qualifying for protection. The detriment claims are not well-founded and are hereby dismissed.
- 3 The claimant was a disabled person but the respondent did not have actual or constructive knowledge of his disability. Consequently, the claimant was not harassed or directly discriminated against because of disability.

- 4 The claimant's claim for notice pay is dismissed on withdrawal.
- 5 The Employment Tribunal decided there were grounds to award costs to the respondent but that we should not exercise our discretion to do so.

Signed by Employment Judge Hughes on 22 March 2021