



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr N Smyth

**Respondent:** Samuel Smith (Southern)

**Heard at:** London Central hybrid hearing:

**On:** 9, 10, 14, 15 March 2022

**Before:** Employment Judge Adkin  
Mr P Secher  
Ms K O'Shaughnessy

## Appearances

For the claimant: Mr N Clarke, of Counsel  
For the respondent: Mr J Wynne, of Counsel

## JUDGMENT

- (1) The claim of unfair dismissal brought pursuant to section 94 of the Employment Rights Act 1996 is not well founded and is dismissed.
- (2) The claim of discrimination arising from disability brought pursuant to section 15 of the Equality Act 2010 is not well founded and is dismissed.
- (3) The claim of failure to make reasonable adjustments brought pursuant to sections 20-21 of the Equality Act 2010 is not well founded and is dismissed.

**Employment Judge Adkin**

**15 March 2022**

Sent to the parties on:  
15/03/2022.

For the Tribunal: