



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr N Bate

**Respondent:** Scott Group t/a Thrifty Car and Van Rental

**Heard at:** Manchester Employment Tribunal

**On:** 27, 28 and 29 April 2022

**Before:** Employment Judge Mark Butler  
Mr P Dobson  
Mr A Clarke

## **Representation**

**Claimant:** Self-representing

**Respondent:** Mr P Warnes (of Counsel)

# JUDGMENT

The claimant's claims for disability discrimination do not succeed and are dismissed.

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Employment Judge **Mark Butler**

Date \_\_04 May 2022\_\_

JUDGMENT SENT TO THE PARTIES ON  
9 May 2022

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**

**Case No: 2408469/2020**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.