



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr J Harding

**Respondent:** Marks and Spencer PLC

**Heard at:** Bristol **On:** 25-26 and 29 April 2022

**Before:** Employment Judge Matthews

**Representation:**  
**Claimant:** In Person assisted by Mr M Slater (Stepfather)  
**Respondent:** Mr C Kelly of Counsel

## JUDGMENT

Mr Harding's claims of unfair dismissal, that he was subjected to discrimination arising from his disability by reference to sections 15 and 39 of the Equality Act 2010 and that he was discriminated against because of the protected characteristic of disability by reference to sections 20 and 21 (duty to make adjustments and failure to comply with duty) and 39 of the Equality Act 2010 (being, for the avoidance of doubt, all the claims made by Mr Harding in these proceedings) are dismissed.

Employment Judge Matthews  
Date: 29 April 2022

Judgment sent to the parties: 19 May 2022

FOR THE TRIBUNAL OFFICE

Reasons having been given orally written reasons will not be provided unless they are asked for by written request presented by any party within 14 days of the sending of this written record of the decision.