



EMPLOYMENT TRIBUNALS

Claimant: Mr J Williams

Respondent: K&S Auto's Limited

On: 24 May 2022

Before: Employment Judge McAvoy News
Mrs L Anderson-Coe (Lay Member)
Mr D Eales (Lay Member)

Heard at: Leeds Employment Tribunal (via CVP)

Appearances:

For the Claimant: Did not attend

For the Respondent: Mr Law, Lay Representative and Director of the Respondent (with support from Mrs Finnister, another Lay Representative)

JUDGMENT

1. Having considered Rules 2, 30A and 47 of Schedule 1 of the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013, we decided to proceed with the hearing in the absence of the Claimant.
2. The Claimant's claims for unfair dismissal contrary to section 99 of the Employment Rights Act 1996 (the "ERA") are not well-founded and are dismissed. In this regard, the prescribed circumstances were those set out in sections 99(3)(c), (ca) and (d) of the ERA.
3. The Claimant's claim that the Respondent unreasonably refused to permit him to take time off as required by section 57A of the ERA is not well-founded and is dismissed.

4. The Claimant's claim that he was subjected to pregnancy discrimination contrary to section 18 of the Equality Act 2010 (the "EA") is not well founded and is dismissed.
5. The Claimant's claim that he was subjected to direct sex discrimination contrary to section 13 of the EA is not well-founded and is dismissed.

Employment Judge McAvoy News

25 May 2022