



EMPLOYMENT TRIBUNALS

Claimant: Mr I Polonski
Respondent: Cordant Recruitment Limited t/a PMP Recruitment

Heard at: Leeds Employment Tribunal (hybrid)
Before: Employment Judge Deeley, Mr Howarth and Mrs Anderson-Coe (attending via CVP videolink)

On: 4-7 July 2022

Representation
Claimant: in person
Respondent: Mr Brill (Solicitor)

JUDGMENT

1. The claimant's complaint of discrimination arising discrimination from disability under s15 of the Equality Act 2010 fails and is dismissed.
2. The claimant's complaint of detriment related to protected disclosures under s48 of the Employment Rights Act 1996 fails and is dismissed.
3. For the purposes of Rule 39 of the Employment Tribunal's Rules of Procedure (Deposit Orders), the Tribunal's reasons for dismissing the claimant's complaints of:
 - 3.1 discrimination arising from disability are not substantially the reasons given by Employment Judge Smith in relation to his deposit order of 2 July 2021 (set out in the deposit order and at page 3 of the Case Management Summary of 2 July 2021). The claimant's deposit payment of £25 shall be refunded to him.

- 3.2 detriment related to protected disclosures are substantially the reasons given by Employment Judge Jones in relation to his deposit order of 22 November 2021 (set out at paragraph 31 of the Case Management Summary of 22 November 2021). The claimant's deposit payment of £200 shall be paid to the respondent.

NOTES

1. The respondent's representative confirmed at the hearing on 7 July 2022 that the respondent would not make a costs application in relation to this claim.
2. **Written reasons**
Oral reasons for this judgment were provided at the hearing on 7 July 2022. The claimant requested written reasons and these will be provided to the parties in a separate document.
3. **Public access to Employment Tribunal judgments**
Judgments and written reasons for judgments, where they are provided, are published in full online at shortly after a copy has been sent to the parties in the case.

Employment Judge Deeley
7 July 2022

JUDGMENT SENT TO THE PARTIES ON
Date: 15 July 2022