



EMPLOYMENT TRIBUNALS

Claimant: Mr. Alan Rogan

Respondent: (1) Whyte Bikes Limited
(2) Mr. Guy Farrant

Heard at: London South via CVP On: 3/4/5/6 January 2023

Before: Employment Judge McLaren
Members: Mr. J Bendall
Mr. S Huggins

Representation

Claimant: In Person
Respondent: Mr. D Matovu, Counsel

JUDGMENT

The unanimous decision of the employment tribunal is as follows: –

1. Neither the first or second respondent contravened section 13 of the Equality Act 2010. This means that the claim for disability discrimination does not succeed.
2. The claimant made a number of qualifying protected disclosures relying upon ss 43B (1) (b) and 43 B (1) (d) of the Employment Rights Act 1996. These were (a) i, (b) i, ii and iii as set out in the agreed issues list.
3. The sole or principal reason for the claimant's dismissal was that he had made these protected disclosure so that his dismissal is automatically unfair by reason of section 103A of the Employment Rights Act 1996.

Employment Judge McLaren

09 January 2023

Date