



# EMPLOYMENT TRIBUNALS

Claimant: Mr Christopher Foster

Respondent: United Anodisers Limited

Heard by CVP Remote Video Link

On: 11, 12, 13 and 14 April 2023

Before: Employment Judge D N Jones  
Mr T Downes  
Mr J Rhodes

## REPRESENTATION:

Claimant: In person  
Respondent: Mr K Ali, Counsel

# JUDGMENT

1. The claims of disability discrimination for a breach of the duty to make reasonable adjustments and harassment, victimisation and being subject to detriments for making protected disclosures are not well founded and are dismissed.
2. The respondent did not provide the claimant with written terms and particulars of his employment before the issue of these proceedings, but no award is payable in respect of that failure because the above claims did not succeed.
3. The claimant acted vexatiously, abusively, disruptively and otherwise unreasonably in the conduct of these proceedings. Having regard to all the circumstances the claimant shall pay to the respondent the sum of £20,000 as part of its costs of legal representation.

Employment Judge D N Jones

Date: 14 April 2023

JUDGMENT AND REASONS SENT TO THE PARTIES ON

FOR THE TRIBUNAL OFFICE

1 Case No. 1803518/2022

Note

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.

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