



EMPLOYMENT TRIBUNALS



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Claimant: Mr R Taylor

Respondent: The Department for Work and Pensions

Heard at: Liverpool

On: 3,4,5,6, and 7 October 2022 and 1,2,3,6,7,8,9,10,16 (in chambers) and 22 February 2023 (in chambers) and 27 April 2023 (judgment)

Before:

Employment Judge Benson
Ms J L Pennie
Mr W K Partington

Representation:

Claimant: in person

Respondent: Mr A Lyons - counsel

JUDGMENT

The unanimous judgment of the Tribunal is that:

1. The claimant was unfairly dismissed pursuant to section 98 of the Employment Rights Act 1996. This claim succeeds. The claimant contributed to his dismissal, and it is just and equitable to reduce the compensatory award by 25%. It is just and equitable to reduce the basic award by 50%.
2. The claimant was dismissed in breach of contract by not being provided with notice. This claim succeeds.

3. The claims of automatic unfair dismissal by reason of public interest disclosure ('PID'), detriment by reason of PID, harassment related to sex and disability and age, direct discrimination because of sex and age and disability, direct associative disability discrimination, a failure in the duty to make reasonable adjustments, victimisation, and indirect discrimination in respect of the protected characteristic of disability all fail and are dismissed
4. A remedy hearing will take place on 17 July at 10.00am.

Employment Judge Benson

Date 28 April 2023

JUDGMENT SENT TO THE PARTIES ON

Date: 3 May 2023

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FOR THE TRIBUNAL OFFICE

Notes

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.