



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr R Howells

**Respondent:** Bud Systems Limited

**Heard at:** Southampton Employment Tribunal  
**On:** 2<sup>nd</sup>, 3<sup>rd</sup>, 4<sup>th</sup> and 5<sup>th</sup> May 2023

**Before:** Employment Judge Lang, **and Members:** Ms. A Sinclair  
Mr. L Wakeman

**Representation**

Claimant: Mr. Howells in person  
Respondent: Ms. G Hicks, Counsel

## JUDGMENT

The unanimous decision of the tribunal is that:

1. The Claimant's application for a postponement was refused.
2. The Claimant's claims for (i) a failure to make reasonable adjustments, (ii) discrimination arising from disability (iii) direct discrimination, (iv) harassment (v) unfair dismissal, (vi) breach of contract, (vii) unlawful deduction of wages are not well founded and are dismissed. In any event the tribunal having considered that the claims for harassment relating to May 2020 and for direct discrimination from the event on 6<sup>th</sup> July 2020 would have been out of time.

## CASE MANAGEMENT ORDER

3. The Respondent having indicated that it wished to make an application for costs. The Tribunal not having had sufficient time to hear that application. If the Respondent pursues that application it should write to the tribunal office to make a request for a costs hearing.
4. The Respondent, who was the successful party and legally represented having been requested to reflect on whether it requires written reasons or not. If it requires written reasons it should notify the tribunal office in the usual manner and within the usual timeframes.

**Case Nos: 1406565/2020 and 1400877/2022**

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Employment Judge Lang

Date 10<sup>th</sup> May 2023

Judgment sent to the Parties on 22 May 2023

For the Tribunal Office

**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.