



# EMPLOYMENT TRIBUNALS

**Claimant:** Alan Davies

**Respondent:** 1) Summit Chairs Limited  
2) David Simpson

**Heard at:** Bristol ET **On:** 5, 6, 7 and 8 June 2023

**Before:**  
**Employment Judge:** Mr G. King  
**Members:** Mrs C. Monaghan  
Ms S. Maidment

## **Representation**

**Claimant:** Ms S. Crawshay-Williams  
**Respondent:** Mr N. Henry

# JUDGMENT

1. The Claimant's claim of unfair dismissal is not well founded and is dismissed. The Claimant was dismissed for the fair reason of redundancy.
2. The Claimant's claims of discrimination on the grounds of disability (Direct discrimination, s.13; Discrimination arising from a disability, s.15; Victimisation, s.27 Equality Act 2010) are not well founded and are dismissed.
3. The Claimant's claim of breach of contract (relating to notice) is not well founded and is dismissed.
4. The Claimant's claim of unlawful deductions from wages is not well founded and is dismissed.

Employment Judge G. King  
Date: 9 June 2023

Judgment sent to the Parties: 26 June 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.