



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr L Worley

**Respondent:** EE Limited

## FINAL HEARING

**Heard at:** East London Hearing Centre      **On:** 22 – 24 August 2023

**Before:** Employment Judge Shore

**Members:** Ms J Isherwood  
Miss S Harwood

### Appearances

For the claimant: In Person

For the respondent: Mr H Sheehan, Counsel

## JUDGMENT

The unanimous decision of the Tribunal is that:-

1. The claimant's claim of unfair dismissal fails.
2. The claimant's claim of breach of contract (failure to pay notice pay) fails.
3. The claimant has not shown on the balance of probabilities that he was a disabled person at the time that this case is concerned with, so the claimant's claims of indirect discrimination because of disability and failure to make reasonable adjustments both fail.
4. Because all the claimant's claims have failed, there is no requirement for the Tribunal to deal with issues of remedy.

**Employment Judge Shore**  
**Dated: 24 August 2023**