



EMPLOYMENT TRIBUNALS

Claimant: Mr D Thomas

Respondent: Wren Kitchens Limited

Heard at: Bristol (in private by telephone) On: 15 August 2023

Before: Employment Judge Halliday

Representation

Claimant: In person

Respondent: Mr Allanach, solicitor

JUDGMENT

1. The Claimant's claims for discrimination on the grounds of race, sex and pregnancy/maternity (by association) are withdrawn,
2. Following reconsideration of the Judgment in this matter dated 20 June 2023 by the Tribunal on its own initiative, the Judgment is varied to strike out only the Claimant's complaint of ordinary unfair dismissal (Section 98 Employment Rights Act 1996).
3. The Claimant's complaints of: automatic unfair dismissal on the grounds that he made a protected disclosure (Section 103A Employment Rights Act 1996) or because he took paternity leave (Section 99 Employment Rights Act 1996); that he was subjected to a detriment because he made a protected disclosure; and for victimisation will proceed.

Employment Judge Halliday
Date 18 August 2023

JUDGMENT SENT TO THE PARTIES ON
19 September 2023 By Mr J McCormick

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.