



EMPLOYMENT TRIBUNALS

Claimant: C

Respondents: R1
R2
R3
R4

Heard at: Cardiff **On:** 6, 7, 8, 9 November 2023

Before: Employment Judge S Moore
Mrs J Beard
Mrs M Walters

Representation

Claimant: Mr C Howells, Counsel
Respondents: Mrs Younis, Solicitor

JUDGMENT

The unanimous judgment of the Tribunal is as follows:

1. The complaint of indirect disability discrimination is dismissed upon withdrawal.
2. The complaint of direct age and disability discrimination is not well founded and is dismissed.
3. The complaint of discrimination arising from disability is not well founded and is dismissed.
4. The complaint that the claimant was not provided with rest breaks contrary to Regulation 12 Working Time Regulations 1999 is not well founded and is dismissed.
5. The complaint of being subjected to detriment for making protected disclosures is well-founded and succeeds against the first, second, third and fourth respondents.

6. The complaint of unfair dismissal contrary to section 103A Employment Rights Act 1996 is well-founded. The claimant was unfairly dismissed for the reason or principal reason that he had made protected disclosures.

7. The complaint of harassment related to sexual orientation, race, disability, gender reassignment and sexual harassment is well founded and succeeds against the first and fourth respondents.

8. The complaint of victimisation is well-founded and succeeds against the first, second and third respondents.

9. The complaint of breach of contract in relation to notice pay is well-founded.

10. When the proceedings were begun the respondent was in breach of its duty to provide the claimant with a written statement of employment particulars.

The judgment on remedy is reserved.

Employment Judge S Moore

Date: 10 November 2023

JUDGMENT SENT TO THE PARTIES ON

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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.