



EMPLOYMENT TRIBUNALS

Claimant

Mr Colin Denison

Respondent

v (1) Don't Deliver Late Limited; and
(2) Grant Miles

Heard at: Cambridge (by CVP)

On: 8 March 2024

Before: Employment Judge M Ord

Appearances

For the Claimants: Ms S Mallik, Solicitor

For the Respondent: Mr A Buckley, Solicitor

JUDGMENT

1. The Claimant's complaint that he was the subject of unlawful discrimination on the protected characteristic of disability is dismissed on withdrawal.
2. The Claimant's claims against the Second Respondent are dismissed.
3. The Claimant was unfairly dismissed.

REASONS

1. At the Hearing before me today the Claimant withdrew his claims of disability discrimination.
2. The remaining claims (unfair dismissal, unlawful deduction from wages, breach of contract (notice pay) and holiday pay) lie against the First Respondent only and the claims against the Second Respondent are therefore dismissed.
3. The Respondent has accepted that it followed no fair procedure when dismissing the Claimant and therefore the Claimant's dismissal is unfair on procedural grounds only and the Respondent accepted that the Claimant is entitled to a finding that he was unfairly dismissed.

14 March 2024

Employment Judge M Ord

Sent to the parties on: 21 March 2024

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For the Tribunal Office

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<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>