



EMPLOYMENT TRIBUNALS

London South Employment Tribunal
20, 21, 22, 23, 24 May 2024 (video)

Claimant: Franklyn McDonald

Respondent: Bupa Care Services Limited

Full merits hearing

Before: Judge M Aspinall (sitting as an Employment Judge)
Ms J Cook
Mr S Townsend

Appearances: Mr F McDonald, in person
Ms J Ferrario, Counsel for Respondent

JUDGMENT

UPON considering all the available evidence to which we were taken, AND UPON considering the testimony of the witnesses who appeared, AND UPON considering the submissions made by the parties:

IT IS THE JUDGMENT OF THE TRIBUNAL that

1. The correct, and sole, Respondent to this claim is Bupa Care Services Limited. Any claim insofar as it relates to any other Respondent, in particular British United Provident Association Limited, is dismissed.
2. The allegation that the Claimant was subject to detriment for making protected disclosures is totally without merit and is dismissed.
3. The allegation that the Claimant was unfairly dismissed, whether automatically or not, is totally without merit and is dismissed.
4. The allegation that the Claimant was subjected to discrimination based on his religion or beliefs is totally without merit and is dismissed.
5. Those being all the heads of claim brought by the Claimant, the claim is dismissed entirely.

Judge M Aspinall
Friday, 24th May 2024

Written reasons

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.

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