



EMPLOYMENT TRIBUNALS (SCOTLAND)

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Case Number: 8000049/2024

Hearing held in Glasgow on 27 and 28 June 2024

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Employment Judge M Whitcombe
Tribunal Member Mrs F Paton
Tribunal Member Dr S Singh

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Mr P Samborek

Claimant
In person

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Flexel International Limited

Respondent
Represented by:
Mr D Jones
(Counsel)

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JUDGMENT

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The unanimous judgment of the Tribunal is as follows.

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- (1) The complaint of discrimination arising from disability fails and is dismissed.
- (2) The complaint of direct disability discrimination, added by way of amendment during the hearing, was also withdrawn later in the hearing. It is now dismissed.
- (3) The complaint of unfair dismissal succeeds.
- (4) Oral reasons were given in the presence of the parties. There was no request for written reasons.

(5) A remedy hearing will be held (if necessary) in person in Glasgow on 20 September 2024 with a time allocation of 1 day. Prompt applications for alternative dates or conversion to a video hearing will be sympathetically considered.

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Employment Judge: M Whitcombe
Date of Judgment: 28 June 2024
Entered in register: 01 July 2024
and copied to parties

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