



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr J G Soulsby  
**Respondent:** Posi-thread (UK) Limited  
**Heard at:** Newcastle Civil and Family Courts and Tribunal Centre  
**On:** 22, 23, 24 July 2024  
**Before:** **Employment Judge:** Emma Heather  
**Tribunal member:** Lynn Jackson  
**Tribunal member:** Emma Wiles

## Representation

**Claimant:** Mr R Stubbs (Barrister)  
**Respondent:** Mr B Wilkinson (Barrister)

## JUDGMENT

The unanimous judgment of the Tribunal is as follows:

### Unfair dismissal

1. The complaint of unfair dismissal is well founded and succeeds.

### Direct discrimination

2. The complaint of direct disability discrimination is well-founded and succeeds.

### Harassment

3. The complaints of harassment related to disability are well-founded and succeed.

### Failure to provide a written statement of employment particulars

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

## **Notice Pay**

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

**Employment Judge Heather  
24 July 2024**

### **Note**

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

### **Public access to employment tribunal decisions**

Judgments (apart from judgments under rule 52) and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.