



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr J Przybylski

**Respondent:** B & M Retail Limited

**HELD AT:** Liverpool

**ON:** 5, 6 & 7 August 2024

**BEFORE:** Employment Judge Johnson

**MEMBERS:** Mrs L Heath

Mr A Wells

## REPRESENTATION:

**Claimant:** Unrepresented

**Interpreter:** (Day 1 - did not attend hearing adjourned to day 2)  
(Day 2 - Barbara Faligowska - Polish speaking)  
(Day 3 - Jolanta Walewska-Zietek – Polish speaking)

**Respondent:** Miss Ferrario (counsel)

# JUDGMENT

The judgment of the Tribunal is that:

- (1) The complaint of unfair dismissal contrary to Part X Employment Rights Act 1996 is not well founded which means it is unsuccessful.
- (2) The complaint of discrimination arising from a disability contrary to section 15 Equality Act 2010 is not well founded and which means it is unsuccessful.

- (3) The complaint of a failure by the respondent to comply with its duty to make reasonable adjustments contrary to sections 20 & 21 Equality Act 2010 is not well founded and which means it is unsuccessful.

Employment Judge Johnson

Date 7 August 2024

JUDGMENT SENT TO THE PARTIES ON  
9 August 2024

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](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

### **Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

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