



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr F Davies  
**Respondent:** Openreach Limited  
**Heard at:** Cardiff via CVP                      **On:** 21, 22 & 23 August 2024  
**Before:** Employment Judge R Havard  
              Ms M Humphries  
              Mr A Fryer  
**Representation:**  
**Claimant:** In person;  
**Respondent:** Ms M Hanmer, in-house Counsel.

## JUDGMENT

It is the judgment of the Tribunal that the Claimant's claims of unfair dismissal, discrimination arising from disability, and harassment are not well-founded and are dismissed.

Employment Judge R Havard  
Dated: 23 August 2024

ORDER SENT TO THE PARTIES ON 10 September 2024

FOR THE SECRETARY TO EMPLOYMENT TRIBUNALS Mr N Roche

The reasons for this decision were given orally at the hearing. Written reasons will not be provided unless they are asked for by a written request presented by any party within 14 days of this written judgment being sent to the parties.