

# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Steve Hards

**Respondent:** Masters of Beckenham Limited

**Heard at:** London South (by CVP)

**On:** 23 & 24 October 2024

**Before:** Employment Judge Lumby  
Ms J Bird  
Mr S Corkerton

## REPRESENTATION:

**Claimant:** Ms P Rai (HR Adviser)

**Respondent:** Mr B Cotton (Director)

# JUDGMENT

The judgment of the Tribunal is as follows:

## Unfair Dismissal

1. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
2. There is a 90% chance that the claimant would have been fairly dismissed in any event.
3. The amount payable by the respondent to the claimant will be determined separately..

## Failure to collectively consult

4. The claimant's complaint that the respondent failed to collectively consult and to elect employee representatives in breach of section 188 of the Trade Union & Labour Relations (Consolidation) Act 1992 is well-founded.
5. The amount payable by the respondent to the claimant will be determined separately.

**Direct discrimination**

- 6. The complaints of direct discrimination by reason of age, gender and disability are not well-founded and are dismissed.

**Indirect discrimination**

- 7. The complaint of indirect disability discrimination is not well-founded and is dismissed.

**Harassment**

- 8. The complaint of harassment related to disability is not well-founded and is dismissed.

**Failure to make reasonable adjustments for disability**

- 9. The complaint of failure to make reasonable adjustments for disability is not well-founded and is dismissed.

**Employment Judge Lumby  
31 October 2024**

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**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**

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