



EMPLOYMENT TRIBUNALS

Claimant: Mr P Dobson

Respondent: British Airways plc

Heard at: Reading **On:** 17-20 September 2024

Before: Employment Judge Anstis
Ms A Crosby
Mr F Wright

Representation

Claimant: In person

Respondent: Ms C Step-Marsden (counsel)

JUDGMENT

1. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
2. The complaint of unfavourable treatment because of something arising in consequence of disability is well-founded and succeeds.
3. The complaint of failure to make reasonable adjustments in respect of night work is well-founded and succeeds.
4. Any other complaint of failure to make reasonable adjustments for disability is not well-founded and is dismissed.
5. The parties having reached an agreement on the remedy for the matters referred to above, no further order is sought by the claimant or made in respect of remedy.

Employment Judge Anstis

Date: 20 September 2024

JUDGMENT SENT TO THE PARTIES ON
24 November 2024

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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 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/>