



EMPLOYMENT TRIBUNALS

Claimant

Mr D Thomas

v

Respondent

Wren Kitchens Ltd

Heard at: Southampton

On: 27,28,29 November and 2 December 2024

Before: Employment Judge Rayner
Ms K Symonds
Mr J Ruddick

Appearances

For the Claimant: Mrs Thomas, Lay rep and Claimant's Wife.

For the Respondent: Mr A Willoughby , Counsel.

JUDGMENT

1. The Claimant's allegation that he was automatically unfairly dismissed contrary to section 103A Employment Rights Act 1996 for having made a protected disclosure does not succeed and is dismissed.
2. The Claimant's allegation that he was automatically and unfairly dismissed contrary to section 99 Employment Rights Act 1996 because he had taken paternity leave does not succeed and is dismissed.
3. The Claimant's allegation that he was subject to detriment contrary to section 47B Employment Rights Act 1996 does not succeed and is dismissed.



4. The Claimant's allegation that he was victimised contrary to section 27 of the Equality Act 2010 for having done a protected act does not succeed and is dismissed.

Employment Judge Rayner

Dated: 2 December 2024

Sent to the parties on:

18 December 2024

Jade Lobb

For the Tribunal

Note: Reasons for the decision having been given orally at the hearing, written reasons will not be provided unless a written request is received from either party within 14 days of the sending of this record of the decision.