



EMPLOYMENT TRIBUNALS

Claimant

Mr J Beech

Respondent

JD Wetherspoon Plc

v

Heard at: Sheffield (by video link – Kinly Cloud) **On:** 8, 9 and 10 January 2025

Before: Employment Judge James

Representation

For the Claimant: In person

For the Respondent: Mr N Bidnell-Edwards, counsel

JUDGMENT

- (1) The claimant did have a disability at the relevant time (s.6 Equality Act 2010).
- (2) The claims of direct disability discrimination (s.13 Equality Act 2010) are not upheld and are dismissed.
- (3) The claims under s.15 Equality Act 2010 are not upheld and are dismissed.
- (4) The reasonable adjustments claims (ss.20 and 21 Equality Act 2010) are not upheld and are dismissed.
- (5) The claims of disability related harassment (s.26 Equality Act 2010) are not upheld and are dismissed.
- (6) The claimant has conducted the proceedings unreasonably by not providing a witness statement in time, leading to the hearing between 2 and 4 December 2024 having to be postponed; and has further conducted the proceedings unreasonably by making allegations in these proceedings which he has admitted were not true. It is therefore appropriate to make a costs order against the claimant. Having taken into account the limited information about the claimants means which was available at the hearing, a costs award is made against the claimant for the total sum of £600.

Employment Judge James
North East Region

Dated 10 January 2025

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/>