



EMPLOYMENT TRIBUNALS

Claimant: Mr J Vaughan

Respondent: Vantec Europe Limited

Heard at: Manchester On 4,5,6 and 7 February 2025

Before: Employment Judge Leach; Mr A Gill; Ms C. Nield.

REPRESENTATION:

Claimant: In person

Respondent: Mr Ali (counsel)

JUDGMENT

The claimant's complaints made under the Equality Act 2010, of direct discrimination and a failure to make reasonable adjustments, do not succeed and are dismissed.

The complaints made under the Employment Rights Act 1996 of (1) an unauthorised deduction from wages; (2) unfair dismissal; do not succeed and are dismissed.

The complaint of breach of contract (notice pay) does not succeed and is dismissed.

Employment Judge **Leach**
7 February 2025

JUDGMENT SENT TO THE PARTIES ON
20 February 2025

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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.

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