



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr B Forrester Hayes

**Respondent:** Scania (Great Britain) Ltd

**Heard at:** Bristol Employment Tribunal

**On:** 12 March 2025 (by video); 13, 14 & 17 March 2025 (in person);  
18 March 2025 (by video).

**Before:** Employment Judge Ferguson

## Representation

Claimant: Mr M Williams, counsel

Respondent: Mr R Wayman, counsel

# JUDGMENT

**It is the judgment of the Tribunal that:**

1. The complaint of unfair dismissal is not well founded and is dismissed.
2. The claim for damages for breach of contract (notice pay) is not well-founded and is dismissed.
3. The complaint of direct disability discrimination is not well-founded and is dismissed.
4. The complaint of discrimination arising from disability is not well-founded and is dismissed.
5. The complaint of failure to make reasonable adjustments is not well-founded and is dismissed.

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

Approved by:

**Employment Judge Ferguson**

Date: 18 March 2025

JUDGMENT SENT TO THE PARTIES ON

4 April 2025

Jade Lobb  
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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Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://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/>