



EMPLOYMENT TRIBUNALS

Claimant: Mr Rhys Davies

Respondent: Planning Solutions Limited

Record of an attended Hearing at the Employment Tribunal Audio Recorded by CVP

Heard at: Nottingham

Heard on: 17 March 2025 – Reading day, 20 & 21 March 2025 – Hearing days

Before: Employment Judge Hutchinson

Members: Mr G Edmondson
Mr J Purkis

Appearances:

Claimant: Mrs T Davies, Lay representative

Respondents: Mr J Franklin, Counsel

JUDGMENT

The unanimous judgment of the tribunal is as follows.

1. The claims of victimisation contrary to Equality Act 2010 fail and are dismissed.

Employment Judge Hutchinson

Date: 3 April 2025

JUDGMENT SENT TO THE PARTIES ON:

.....07 April 2025.....

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Note

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.

"Recordings 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/>