



## **EMPLOYMENT TRIBUNALS**

**Claimant**  
Mr P Zdanowicz

**Respondent**  
CTS Ironmongery Ltd

**Heard at:** By CVP  
**Before:** Employment Judge P Morgan

**On:** 3 April 2025

**Appearances**  
**For the Claimant:** In person  
**For the Respondent:** Mr A Rozycki (Counsel)

## **PRELIMINARY HEARING IN PUBLIC JUDGMENT**

1. At the relevant times the Claimant was not a disabled person as defined by section 6 Equality Act 2010 because of stress, and/or anxiety, and/or depression.
2. The complaints of unfavourable treatment because of something arising in consequence of disability, failure to make reasonable adjustments, victimization, and direct disability discrimination, are therefore dismissed.
3. The claim of unfair dismissal shall proceed to final hearing in accordance with the Case Management Order.

**Employment Judge P Morgan**  
**5 April 2025**

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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 52) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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.