



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr R Duque  
**Respondent:** J D Wetherspoon PLC  
**Heard at:** Bodmin Employment Tribunal  
**On:** 24 and 25 April 2025

**Before:** Employment Judge Volkmer

## **Representation**

Claimant: in person (day 1) / did not attend (day 2)  
Respondent: Ms Balmelli, counsel

# JUDGMENT

The complaint of discrimination arising from disability is not well-founded and is dismissed.

Approved by **Employment Judge Volkmer**  
on **25 April 2025**

SENT TO THE PARTIES ON  
07 May 2025 By Mr J McCormick

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.

**Public access to employment tribunal decisions**

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/>