



EMPLOYMENT TRIBUNALS

Claimant: Mr J Danquah

Respondent: FDM Group Ltd

Heard at: Croydon (via CVP) **On:** 16 – 27 June 2025

Before: Employment Judge Leith
Miss Bharadia
Mrs Beeston

Representation

Claimant: In person

Respondent: Ms Gyane (Counsel)

JUDGMENT

1. The Claimant did not have a disability within the meaning of the Equality Act 2010 at the relevant times.
2. The claims of:
 - a. automatically unfair dismissal;
 - b. protected disclosure detriment;
 - c. discrimination arising from disability;
 - d. failure to make reasonable adjustments;
 - e. direct sex discrimination;
 - f. harassment related to sex;
 - g. direct religion and belief discrimination;
 - h. harassment related to religion and belief;
 - i. direct race discrimination;
 - j. harassment related to race; and
 - k. victimisation;

all fail and are dismissed.

Approved by:
Employment Judge Leith

Date: 30 June 2025

JUDGMENT SENT TO THE PARTIES ON
1 August 2025

FOR THE TRIBUNAL OFFICE

P Wing

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 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/>