



EMPLOYMENT TRIBUNALS

Claimant: Daniel Smith
1st Respondent: Platform Property Care Ltd
2nd Respondent: Platform Housing Group Ltd

PUBLIC PRELIMINARY HEARING

Heard at: Midlands West Employment Tribunal
On: 27th August 2025 (By CVP)
Before: Employment Judge Jonathan Gidney

Appearances

For the Claimant: Mr Daniel Smith (in person)
For the Respondent: Ms Julie Duane (Counsel)

JUDGMENT

It is the Judgment of the Tribunal that:

- 1. The Claimant's claim of unfair dismissal, pursuant to s98(4) Employment Rights Act 1996 against 1st and 2nd Respondents is dismissed;**

2. **The Claimant's claim of detriment for making a public interest disclosure pursuant to s47B Employment Rights Act 1996 against 1st and 2nd Respondents is dismissed;**
3. **The Claimant's claim of disability discrimination pursuant to s6 Equality Act 2010 against 1st and 2nd Respondents is dismissed;**

Judgment delivered orally on 27th August 2025

Employment Judge Gidney

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/>