



EMPLOYMENT TRIBUNALS

Claimant: Mr G Lennon

Respondent: First West Yorkshire Limited

Heard at: Leeds **On:** 1,2,3, and 4, 2025

Before: Employment Judge Shepherd
Members: Ms Lee
Mr Rhodes

Appearances

For the claimant: In Person

For the respondent: Ms Kendrew, solicitor

JUDGMENT

The unanimous judgment of the Tribunal is that:

1. The claim of unfair dismissal is well-founded and succeeds.
2. The claim of direct age discrimination is not well-founded and is dismissed
3. The claim of direct disability discrimination is not well-founded and is dismissed
4. The claim of discrimination arising from disability is well-founded and succeeds.
5. The claim of failure to make reasonable adjustments is well-founded and succeeds.

Remedy

The respondent is ordered to pay the claimant the following amounts:

Unfair dismissal

Basic award	£15,105.00
Compensatory award	£5,282.20

Discrimination – injury to feelings –	£8,000 .00
Interest	£960 .00
Total award	£29,347.20

The Employment Protection (Recoupment of Jobseekers Allowance and Income Support) Regulations 1996 apply and their effect is explained in the attached information.

The prescribed period is 13 February 2024 to 13 August 2024.

Prescribed element	£4,632 .20
Balance payable	£24,715.00

Employment Judge Shepherd

4 September 2025

Sent to the parties on:

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For the Tribunal Office:

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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.

All 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.

