



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr G Buddry

**Respondent:** First MTR Southwestern Trains Limited

**Heard at:** Reading Employment Tribunal **On:** 21-25 July 2025

**Before:** Employment Judge Smeaton, Ms D Ballard and Mr J Appleton

**Representation**

Claimant: In person

Respondent: Ms L Badham (counsel)

## JUDGMENT

1. The Claimant's claim of unfair dismissal is not well founded and is dismissed.
2. The Claimant's claim of direct discrimination because of disability is dismissed upon withdrawal.
3. The Claimant's claim of discrimination because of something arising in consequence of disability, relating to his ability to manage the disciplinary process, is dismissed upon withdrawal.
4. The Claimant's claims of discrimination because of something arising in consequence of disability, relating to his shift pattern and the impact of his medication on his behaviour, are not well founded and are dismissed.

Approved by:

**Employment Judge Smeaton**

**25 July 2025**

JUDGMENT SENT TO THE PARTIES ON

21/08/2025

FOR THE TRIBUNAL OFFICE

**Notes**

All judgments (apart from judgments under Rule 51) 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 and accompanying Guidance, which can be found here:

[www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/](http://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/)