



EMPLOYMENT TRIBUNALS

Claimant: Mr J Cronk

Respondent: Bellway Homes Ltd

Heard at: London South Employment Tribunal

On: 11-14 August 2025

Before: EJ J England, Mr C Rogers, Ms H Bharadia

Representation

Claimant: Mr D Langley, Solicitor

Respondent: Mr J Cook, Counsel

JUDGMENT

1. The claims of unfair dismissal, direct discrimination relating to “Selecting him for redundancy due to his disability” and a failure to make reasonable adjustments do not succeed and are dismissed.
2. There is therefore no right to a claim for remedy for a failure to comply with s.1 Employment Rights Act 1996.
3. The claims of direct discrimination relating to “contriving a redundancy scheme due to his disability” and “failure to provide itemised pay statements in respect of the commission payments” are dismissed upon withdrawal.

Employment Judge England

Date 14/08/25

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/>