



EMPLOYMENT TRIBUNALS

Claimant: Mr G Owen

Respondent: Trivallis Limited

Heard at: Cardiff **On:** 6 – 8 October 2025,
10 and 13 October 2025

Before: Employment Judge R Brace

Representation

Claimant: Mr O James (of Counsel)

Respondent: Mr J Boyd (of Counsel)

JUDGMENT

It is the judgment of the Tribunal that:

1. The claim of unfair dismissal is well founded and succeeds.
2. The Claimant caused or contributed to the dismissal by blameworthy conduct and it is just and equitable to reduce the basic and compensatory award payable to the Claimant by 80%.
3. The Claimant was a person with a disability for the purposes of s.6 Equality Act 2010 ("EqA 2010") at the material time.
4. The claims of failure to comply with the duty to make reasonable adjustments (s.20/21 EqA 2010) are not well founded and are dismissed.
5. The claims of discrimination arising from disability (s.15 EqA 2010) are not well founded and are dismissed.

By consent, the hearing is adjourned to allow the parties to implement the agreed terms of settlement on remedy. Either party may apply to restore the case for further hearing on remedy in default. If no such application is received by **27 October 2025** the claim for remedy shall then be dismissed.

Approved by:
Employment Judge R Brace
13 October 2025

Judgment sent to the parties on:

25 October 2025
For the Tribunal:

Adam Holborn

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 51) 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.