



# EMPLOYMENT TRIBUNALS

## Claimant

## Respondent

v

Mr P Lawreniuk

B&K Environmental Services Limited

**Heard at:** Watford by CVP

**On:** 13 and 14 October 2025

**Before:** Employment Judge French

Ms M Harris

Ms L Jaffe

## Appearances

**For the Claimant:** In person

**For the Respondent:** Mr S Maini-Thompson, Counsel

## JUDGMENT

1. The complaint of direct disability discrimination is not well-founded and is dismissed.
2. Following concession by the respondent the complaint of unfair dismissal succeeds.
3. The respondent shall pay the claimant a basic award of £5382.84.
4. The Employment Protection (Recoupment of Benefits) Regulations 1996 do not apply.

Approved by:

**Employment Judge French**

14 October 2025

JUDGMENT SENT TO THE PARTIES  
ON 28 October 2025.....

FOR THE TRIBUNAL OFFICE

## 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.

## 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/>