



EMPLOYMENT TRIBUNALS

Claimant: Mr Davies

Respondent: Stonegate Pub Company Limited

Heard at: London South (hybrid) **On:** 20-25 October 2025

Before: Employment Judge Hart, Ms Whitlam, Mr Rogers

Representation:

For the claimant: Ms Hayden (solicitor)

For the respondent: Ms Rezaie (counsel)

JUDGMENT

The Judgment of the Tribunal is that:

1. The complaint for constructive unfair dismissal is not well founded and is dismissed.
2. The complaint for wrongful dismissal is not well founded and is dismissed.
3. The complaint for discrimination arising from disability is not well founded and is dismissed.
4. The complaint for failure to make reasonable adjustments is not well founded and is dismissed.

This judgment has been approved by:

Employment Judge **HART**

Date: 27 October 2025

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.

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/>