



EMPLOYMENT TRIBUNALS

Claimant: Mr Marcin Baran

Respondent: Brake Bros Limited

Heard at: at Bristol **On:** 22 and 23 October 2025
Before: Employment Judge Beever

Appearances

For the Claimant: In person
(supported by his wife, Mrs Baran)
Mrs Oyeye (observing)

For the Respondent: Mr Lassey, counsel

Interpreter: Miss Vaz

JUDGMENT

1. The Claimant was a disabled person within the meaning of section 6 of the Equality Act 2010 at the material time of 18 October 2023 to 12 April 2024 by reason of a wrist and elbow impairment.
2. The Claimant's claim of wrongful dismissal has no reasonable prospect of success and is dismissed.
3. The Claimant's claims of protected disclosure detriment causing or contributing to the Claimant's bicycle accident in December 2022 and failing to take appropriate action contrary to section 47B of the Employment Rights Act 1996 and the Claimant's claim of unfair dismissal contrary to section 103A of the Employment Rights Act 1996 have no reasonable prospect of success and are dismissed.
4. The Claimant's claim of unlawful direct discrimination in failing to pay appropriate sick pay because of the Claimant's Polish nationality has no reasonable prospect of success and is dismissed.

**EMPLOYMENT JUDGE BEEVER
JUDGMENT SIGNED BY EMPLOYMENT
JUDGE ON 28 October 2025**

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JUDGMENT SENT TO THE PARTIES ON

12 January 2026

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.

Oral reasons were given on 23 October 2025 and the parties are reminded of Rule 60(4) of the Employment Tribunal Procedure Rules 2024 regarding written reasons not being produced unless requested in accordance with Rule 60(4).