



# 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.

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**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**

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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).