



EMPLOYMENT TRIBUNALS

Claimant: Christopher Freeman

Respondent: UK Truck Bodies Ltd

HELD AT: Newcastle/ CVP

ON: 18 February 2026

BEFORE: Employment Judge Booth

REPRESENTATION:

Claimant: In person

Respondent: No attendance or representation

JUDGMENT

The judgment of the Tribunal is as follows:

1. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
2. The respondent shall pay the claimant the following sums in connection with the complaint of unfair dismissal within 14 days of the date on which this judgment is sent to the parties:
 - (a) A basic award of **£1,906.52**.
 - (b) An award for failure to provide a written statement of employment particulars of **£1,057.70**.

Note that these are actual the sums payable to the claimant after any deductions or uplifts have been applied.

3. The complaint of direct discrimination because of disability under section 13 Equality Act 2010 is dismissed on withdrawal.
4. The complaint of discrimination because of something arising in consequence of disability under section 15 Equality Act 2010 is well-founded. The claimant was (i) required to train the respondent's Production Manager to cover his work and (ii) subsequently dismissed due to the claimant needing six weeks off work for surgery for cancer.
5. The respondent shall pay the claimant the following sums in connection with the complaint of discrimination because of something arising in consequence of disability within 14 days of the date on which this judgment is sent to the parties:
 - (a) An award for financial losses of **£7,686.84**.
 - (b) An award for injury to feelings of **£13,000**.
 - (c) Interest on the above awards of **£2,088.71**.

Note that these are actual the sums payable to the claimant after any deductions or uplifts have been applied.
6. The TOTAL SUM payable to the claimant under this judgment is **£25,739.77**.

Employment Judge Booth

Date 18 February 2026

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.

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Judgments and reasons for the judgments (apart from judgments under rule 51) 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.