



EMPLOYMENT TRIBUNALS

Claimant: Mr D Thomas

Respondent: Wienerberger Ltd

Heard at: Hull **On:** 10 –13, 16 to 18 March 2026

Before:

Employment Judge JM Wade

Mr M Weller

Mr M Taj

Appearances

For the claimant: Represented himself

For the respondent: Ms L Wilson, solicitor

The unanimous judgment of the Tribunal is:

JUDGMENT

- 1 The claimant's complaint of a failure to make reasonable adjustments succeeds.
- 2 The claimant's complaints of disability related harassment (allegations 1, 8 and 9) succeed and otherwise those complaints are dismissed.
- 3 The claimant's complaints of victimisation are dismissed.
- 4 The claimant's complaint of constructive unfair dismissal is not well founded and is dismissed.
- 5 The Tribunal awards the sum of £17,000 in injury to feelings and £5615.12 in interest. The total sum payable by the respondent is £22615.12.
- 6 If any party considers it has reasonable prospects of succeeding with a costs or preparation time order, it may apply within 28 days of this Judgment being sent. The application must set out the evidential basis for saying a party acted vexatiously, abusively, disruptively or otherwise unreasonably in the conduct of the case, or failed to comply with the Tribunal's orders, or sought a postponement on less than seven days' notice; and how any preparation time cost or legal costs were incurred as a result. Any application shall also state whether the party considers the matter can be dealt with by the Employment

Judge alone, and without a hearing on the basis of the written application and any written opposition, or the party wishes to attend a hearing of the matter, Any opposition to the making of the order shall do the same.

Employment Judge JM Wade

Date 18 March 2026

NB: The Tribunal gave oral full reasons for its liability Judgment (save for announcing the legal provisions and case law distilled in the list of issues) and summary reasons for its remedy decision. Judgments are published, in full, online at www.gov.uk/employment-Tribunal-decisions shortly after a copy has been sent to the parties in a case. Full written reasons are also published. Summary reasons are not.

Requests for written reasons **must be copied to all parties and received by the Tribunal no later than 14 days from the date this decision is sent to the parties. Full written reasons are required if a party wishes to apply for a reconsideration or appeal to the Employment Appeal Tribunal if it considers there has been an error of law, bias, or that any finding or decision is perverse – not one which any reasonable Tribunal could make.**

There is a practice direction on recording in Employment Tribunals and the link can be found in the case management orders in this case.