



EMPLOYMENT TRIBUNALS

Claimant: Mr Michael Dawson

Respondent: Diamond Bus Ltd

Heard at: Midlands West; in person

On: 2-6 March 2026

Before: Employment Judge Hindmarch

Members: Mr E Stanley
Mr P Kennedy

Appearances

For the Claimant: In-person

For the Respondent: Miss R Jones - Counsel

JUDGMENT

Disability

1. At the relevant times the Claimant was not a disabled person as defined by Section 6 Equality Act 2010 because of chemical sensitivity.
2. The complaint of failure to make reasonable adjustments is therefore dismissed.

Wages

3. The complaint of unlawful deductions from wages is not well-founded and is dismissed.

Unfair Dismissal

4. The complaint of automatic unfair dismissal is not well-founded and is dismissed.

Detriment

5. The complaint of detriments arising from the making of protected disclosures is not well-founded and is dismissed.

Case Number: 6012609/2024

Employment Judge Hindmarch

Approved on: 9 March 2026