



# EMPLOYMENT TRIBUNALS

**Claimant:** Richard Percy

**Respondent:** West End Farm MOT Ltd

**Heard at:** Reading (by video)      **On:** 2 March 2026

**Before:** Employment Judge Milner-Moore

**Representation**

Claimant: In person

Respondent: Did not attend

## JUDGMENT

### **Wages**

The complaint of unauthorised deductions from wages is dismissed upon withdrawal

### **Written Itemised Pay Statements**

The respondent failed to give the claimant written itemised pay statements as required by section 8 Employment Rights Act 1996 in the period November 2023 to April 2024

### **Disability**

At the relevant times, the claimant was a disabled person as defined by section 6 Equality Act 2010 because of depression.

### **Direct Disability Discrimination**

The complaint of direct disability discrimination is not well-founded and is dismissed.

### **Unfavourable treatment because of something arising in consequence of disability**

The following complaints of unfavourable treatment because of something arising in consequence of disability are well-founded and succeed:

- a. On or around 3 November 2023, the respondent requested the provision of sicknotes although the claimant had already provided a self-certificate.
- b. The respondent refused to treat the claimant's bereavement related absence during October 2023 as annual leave, with the result that the claimant received lower pay than normal in relation to October 2023.

- c. On or around January 2024, when the claimant was absent on sick leave, the Respondent informed a customer that the Claimant no longer worked for the Respondent.
- d. The Respondent did not make timely payments of statutory sick pay due to the Claimant between December 2023 and February 2024,

The remaining complaints of being unfavourable treatment because of something arising in consequence of disability are not well-founded and are dismissed.

### **Harassment**

The complaint of harassment related to disability is well-founded and succeeds.

Approved by:

**Employment Judge Milner-Moore  
2 March 2026**

JUDGMENT SENT TO THE PARTIES ON

30 April 2026

FOR THE TRIBUNAL OFFICE

### **Notes**

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings and accompanying Guidance, which can be found here:

[www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/](http://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/)