



EMPLOYMENT TRIBUNALS

Claimant: Mr Lloyd Bennett

Respondent: Kwik Fit (GB) Ltd

Heard at: Wales Employment Tribunal, **On:** 20 – 23 April 2026
Cardiff Magistrates' Court

On: 20 – 23 April 2026

Before: Employment Judge C Grubb

Appearances

For the Claimant: In Person

For the Respondent: Mr Price (Counsel)

JUDGMENT

1. The complaints of detriment resulting from having made a protected disclosure under s. 47B of the Employment Rights Act 1996 is not well-founded and is dismissed.
2. The complaint for automatic unfair discrimination under s. 103A of the Employment Rights Act 1996 is not well-founded and is dismissed.
3. The complaints for direct discrimination under s. 13 of the Equality Act 2010 is not well-founded and is dismissed.
4. The complaint for discrimination arising from disability under s. 15 of the Equality Act 2010 is not well-founded and is dismissed.
5. The complaints that the Respondent failed to make reasonable adjustments contrary to sections 20 & 21 of the Equality Act 2010 is not well-founded and are dismissed.

**C Grubb
Employment Judge
Authorised for issue on
23 April 2026**

Sent to the parties on:
19 May 2026

For the Tribunal Office:
Kacey O'Brien

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments 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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. 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:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>