



EMPLOYMENT TRIBUNALS

Claimant: Mr S Smith

Respondent: Addingtons Associates Limited

Heard at: Cambridge

On: 21, 22, 23 January 2026 and 13, 14 and 15 April 2026

Before: Employment Judge Davey

Representation

Claimant: In person

Respondent: Mr D Dillon-Redmile, Managing Director

JUDGMENT

1. The following complaints of unfavourable treatment because of something arising in consequence of disability are well-founded and succeed:
 - a. Issuing a verbal warning on 9 June 2023 (2.1.4.1).
 - b. Issuing a final written warning on 25 October 2023 (2.1.7.1)
2. The remaining complaints of unfavourable treatment because of something arising from disability are not well-founded and are dismissed.
3. The following complaints of harassment related to disability are well-founded and succeed:
 - a. That throughout 2023 Mr Frost gave other workers a lift to the meet point each morning but drove past the claimant so he had to walk (2.1.1.1).
 - b. On 10 November 2023, Mr Frost threatened the claimant with his job for not putting a drill back in its place and called the claimant a retard (2.1.11.1).
 - c. That in early January 2024, Mr Dillon-Redmile attended the claimant's house unannounced and uninvited (2.1.1.4).
4. The remaining complaints of harassment related to disability are not well founded and are dismissed.
5. The complaint of unauthorised deductions from pay is well founded and succeeds. The responded made unauthorised deductions in the period between February 2022 and February 2024.

6. The complaint that the respondent refused to permit the claimant to exercise the right to paid annual leave under the Working Time Regulations 1998 is well-founded and succeeds.
7. Compensation for the complaints that succeed will be determined at the forthcoming remedy hearing at Cambridge Employment Tribunal on 17 July 2026.

Approved by:

Employment Judge E Davey
20 April 2026

JUDGMENT SENT TO THE PARTIES
ON

....18 May 2026.....

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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/