



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr J Jones

**Respondent:** Zorba Delicacies Ltd

**Heard at:** Cardiff  
**On:** 18 and 19 May 2026

**Before:** Regional Employment Judge S Davies

**Representation**  
**Claimant:** in person  
**Respondent:** Mr F Mortin, counsel

## JUDGMENT

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

Approved by:

**Regional Employment Judge Davies**

**19 May 2026**

JUDGMENT SENT TO THE PARTIES  
ON

08 June 2026

Katie Dickson  
FOR THE TRIBUNAL OFFICE

### Notes

Summary 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. If a party requests written summary reasons the Judge may decide to issue full written reasons instead.

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/)