

EMPLOYMENT TRIBUNAL



Claimant: Mr. Shane Williams

Respondents: MAN Commercial Protection Limited.

Heard at: In person

On: 27–29 April 2026

Before: Employment Judge Mensah

Location: West Midlands Employment Tribunal

Appearances

For the claimants: In person (supported by his sister Ms. Emma Pengelly)

For the respondent: Mr. D Sillitoe (Solicitor)

Mr. Mark Walthew (Regional Director)

Ms. Traci McCallister (Human Resources Director)

JUDGMENT

Correct name for the Respondent

1. It is agreed by consent, the correct name for the Respondent is “MAN Commercial Protection Limited.”
2. A full oral judgment was given to the parties on the 29 April 2026. The Tribunal orders:
 - (i) All claims for failure to make reasonable adjustments on the grounds of disability fail and are dismissed.
 - (ii) All claims under case Number 1300370/2025 are therefore dismissed.

Approved by

Employment Judge Mensah

Date: 08.05.2026

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.

All judgments and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions>

There is information about Employment Tribunal procedures, including case management and preparation, compensation for injury to feelings, and pension loss, here:

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

The Employment Tribunals Rules of Procedure are here:

<https://www.gov.uk/government/publications/employment-tribunal-procedure-rules>

You can appeal to the Employment Appeal Tribunal if you think a legal mistake was made in an Employment Tribunal decision. There is more information here:

<https://www.gov.uk/appeal-employment-appeal-tribunal>

Transcripts

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.

You can access the Direction and the accompanying Guidance here:

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