



THE EMPLOYMENT TRIBUNALS

Claimant: Mr A Avery

Respondent: Veolia ES (UK) Limited

Heard at: Newcastle Employment Tribunal

At: Civic Centre

On: 29 & 30 June 2026

Before: Employment Judge Martin

Representation:

Claimant: Mr J Townend (Lay representative/Trade union representative)

Respondent: Mr P Sangha (Counsel)

JUDGMENT

- 1) The claimant's complaint of disability discrimination is not well founded and is hereby dismissed.
- 2) The Claimant's complaint of unfair dismissal is well founded. The claimant is awarded nil compensation in respect thereof.

REASONS

Oral reasons were given at the hearing. The parties are entitled to apply for written reasons within 14 days of the date of this judgement.

Approved by:

EMPLOYMENT JUDGE MARTIN

Date: 9 July 2026

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