



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr S Walker

**Respondent:** Waterstones Booksellers Limited

## RECORD OF A PRELIMINARY HEARING

**Heard at:** Bury St Edmunds

**On:** 30 June-8 July 2026

**Before:** Employment Judge Richard Wood; Mrs S Blunden; Mrs M Harris

### Appearances

For the claimant: In Person

For the respondent: Mr Heard (Counsel)

## JUDGMENT

1. The unfair dismissal claim is not well founded and is dismissed.
2. The harassment related to disability claim is not well founded and is dismissed.
3. The failure to make reasonable adjustments claim is not well founded and is dismissed.
4. The unauthorised deduction from wages claim is not well founded and is dismissed.

Approved by:

**Richard Wood**

Employment Judge R Wood

Date: 8 July 2026

Sent to the parties on: 11 August 2026

For the Tribunal Office

**Note**

Summary reasons for the decision having been given orally at the hearing, summary and/or full 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 full written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any full 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:

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