



EMPLOYMENT TRIBUNALS

Heard at Croydon (by video) **On** 14 September 2026

Claimant Mr Dalbert Kelly

Respondent CitySprint (UK) Limited

Before Employment Judge Eoin Fowell

Representation

Claimant Mr Junior Leachman, Senior Paralegal Consultant, The Leachman Consultancy Ltd

Respondent Mr Santinder Gill of counsel, instructed by Redpoint Law Limited

JUDGMENT

1. The claimant's dismissal was fair.
2. The complaint of discrimination arising from disability is dismissed.

Employment Judge Eoin Fowell

Date 15 September 2026

Notes

Full reasons were given orally at the hearing. Written full reasons will not be provided unless requested by any party at the hearing, or by a written request received by the Tribunal within 14 days of the sending of the written record of the decision.

Public access to employment tribunal decisions

All judgments (apart from judgments under Rule 51) and any written full reasons for judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimant(s) and respondent(s).

Recording and Transcription

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/