Case Number: 6010505/2024

EMPLOYMENT TRIBUNALS

Claimant:	**Mr P Regan**
Respondent:	**Oxalis Logistics UK Limited**
Heard at:	**East London Tribunal sitting at Taylor House Clerkenwell**
On:	**1 – 4 September 2026**
Before:	**Employment Judge Howden-Evans**
Members:	**Ms J Henry** **Mr L O'Callaghan**

REPRESENTATION:

Claimant:	Self-representing
Respondent:	Ms Whiteley (Solicitor Advocate)

JUDGMENT

The unanimous judgment of the Tribunal is as follows:

Disability

1. At the relevant times the claimant was not a disabled person as defined by section 6 Equality Act 2010.

2. The complaints of direct disability discrimination, indirect disability discrimination, unfavourable treatment because of something arising in consequence of disability, failure to make reasonable adjustments and harassment related to disability are therefore dismissed.

Wrongful dismissal

3. The complaint of breach of contract in relation to notice pay is not well-founded and is dismissed.

Unfair Dismissal

4. The complaint of unfair dismissal is not well-founded and is dismissed. The claimant was fairly dismissed.

Automatically Unfair Dismissal

5. The complaint of automatically unfair dismissal is not well-founded and is dismissed.

Approved by:
Employment Judge Howden-Evans
Dated: 4th September 2026