Case No: 6039049/2025

EMPLOYMENT TRIBUNALS

Claimant: Mr X

Respondent: Aston Martin Lagonda Limited

Heard at: Cardiff, by video **On:** 19 & 20 October 2026

Before: Employment Judge S Jenkins

Representation
Claimant: In person
Respondent: Mr M Salter (Counsel)

JUDGMENT

1. The Claimant was not employed by the Respondent prior to 18 March 2024. As a consequence, he does not have sufficient service to be able to pursue a complaint of unfair dismissal, and that complaint is therefore dismissed.

2. The Claimant was not disabled at the relevant times for the purposes of section 6 of the Equality Act 2010, and any complaint referrable to that is therefore dismissed.

Authorised for issue by
Employment Judge S Jenkins
23 October 2026

Sent to the parties on:
23 October 2026

For the Tribunal Office:
Kacey O'Brien

Notes

Reasons for the judgment having been given orally at the hearing, 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.

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.

Recording and Transcription

Please note that 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, and accompanying Guidance, which can be found here:

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