EMPLOYMENT TRIBUNALS

Claimant: **Mr N Marsh**

Respondent: **Sainsbury's Supermarkets Limited**

Heard at: **Birmingham**

Method: **In person**

On: **06 October 2026 to 10 October 2025**

Before: **Employment Judge Smart in public**
Mrs K Ahmad
Mr P Kennedy

Appearances:
For the Claimant: Mr. R Magara (Solicitor)
For the Respondent: Mr P Martin (Counsel)

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

1. The Claimant's claims for detriment in breach of sections 27 and 39 Equality Act 2010 are not well founded and are dismissed.

2. The Claimant's claim for unfair dismissal is well founded and succeeds.

3. This Judgment was unanimous and delivered by way of summary oral reasons at the hearing. We complied with the requirements of Rule 60.

Judgment approved by:

Employment Judge G Smart

On 09 October 2026

The reasons for this decision were given orally at a hearing. If the oral reasons were summary reasons, written summary reasons will not be provided unless they have been requested in writing by any of the parties within 14 days of the date this judgment was sent to the parties. If the oral reasons were full reasons, full written reasons will not be

provided unless they have been requested in writing within 14 days of the date this judgment was sent to the parties. Public access to employment tribunal decisions: Note that both judgments and full written 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 parties. 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/