



EMPLOYMENT TRIBUNALS

Claimant: Mr Y Ilyas

Respondent: Jaguar Land Rover Limited

Heard at: Birmingham Employment Tribunal by CVP

On: 7- 11 December 2020

Before: Employment Judge Cookson sitting with Mr Khan and Mr Forward

Representation

Claimant: In person

Respondent: Mr R Barker (solicitor)

JUDGMENT

The unanimous decision of the tribunal panel in this case is that:

1. The claimant was unfairly dismissed contrary to s94 of the Employment Rights Act 1996 (ERA) when he was dismissed by reason of his capability.
2. It is in the interests of justice for the tribunal to make a deduction from any compensation payable to the claimant for unfair dismissal of 75% under the principles set out in *Polkey v AE Dayton Services Limited*.
3. The claimant's claims under s15 and ss20 and 21 of the Equality Act 2010 are not well founded and are dismissed.

Employment Judge Cookson

Date 14 December 2020