



EMPLOYMENT TRIBUNALS

Claimant: Mr. C Spann
Respondent: ACA (Kent) Limited (In Voluntary Liquidation)

Heard at: London South, by video
On: 5, 6 and 7 December 2023
Before: Employment Judge G Cawthray
Mr. D Newlyn

Ms. R Effeny

Representation

Claimant: In person, not legally qualified
Respondent: Did not attend

JUDGMENT

The unanimous decision of the Tribunal is:

1. The complaint of unfair dismissal is not well-founded. The claimant was not unfairly dismissed.
2. The complaint of unfavourable treatment because of something arising in consequence of disability is not well-founded and is dismissed.
3. The complaint of harassment related to disability is well-founded and succeeds.

Employment Judge G Cawthray

Date 7 December 2023

JUDGMENT SENT TO THE PARTIES ON

P Wing

P Wing

FOR THE TRIBUNAL OFFICE

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-practicedirections/>