



EMPLOYMENT TRIBUNALS

Claimant: Mr. A. Daniel

Respondents: Mr. C. Spence, Mrs. M Spence and Mr. A Spence T/A G.E. Spence and Sons (a partnership)

Heard at: Teesside Justice Centre
2023

On: 09 and 10 May

Before: Employment Judge T.R. Smith

Ms S. Mee

Ms B. Kirby

Representation

Claimant: Ms Mellor (Claimant's sister)

Respondent: Mr. Fakunle (Solicitor)

JUDGMENT

1. The claimant's complaint of unfair dismissal is well-founded.
2. The claimant's complaint of discrimination arising from disability is well-founded.
3. The claimant's complaint of wrongful dismissal/breach of contract is well-founded.
4. The claimant's complaint under section 38 of the Employment Act 2020 is well-founded.

Remedy shall be determined by means of a separate hearing, details of which will be notified to the parties separately.

Employment Judge **T.R.Smith**

Date 10 May 2023

JUDGMENT SENT TO THE PARTIES ON

Note

Written reasons will not be provided unless 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.