



EMPLOYMENT TRIBUNALS

Claimant: Mr P Emmonds

Respondent: Key Digital Ltd

Heard at: Manchester

On: 10-14 May 2021

Before: Employment Judge Phil Allen
Mr J Flynn
Mr J Murdie

REPRESENTATION:

Claimant: In person

Respondent: Mr A Johnson, counsel

JUDGMENT

The unanimous judgment of the Tribunal is that:

1. The claimant did not make the protected disclosures relied upon. The principal reason for the claimant's dismissal was not that he had made one or more protected disclosures. The claimant's claim for automatic unfair dismissal under section 103A of the Employment Rights Act 1996 was not well-founded and does not succeed.
2. The respondent did not make any unlawful deductions from the claimant's wages in breach of section 13 of the Employment Rights Act 1996. The unlawful deduction from wages claim does not succeed.
3. The respondent did not breach the claimant's contract of employment as it paid the claimant the amount to which he was entitled in respect of notice. The claim for wrongful dismissal/breach of contract does not succeed.
4. The claimant's claims for direct discrimination because of disability and age, indirect disability discrimination, breach of the duty to make reasonable adjustments, and harassment related to disability or age, are dismissed on withdrawal by the claimant.

Employment Judge Phil Allen
14 May 2021

JUDGMENT SENT TO THE PARTIES ON

18 May 2021

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.