



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr D Hayes  
**Respondent:** Rendall & Rittner Limited  
**Heard at:** East London Hearing Centre (in public, by video)  
**On:** 18, 19, 20 and 21 January 2022  
**Before:** Employment Judge Moor  
**Members:** Mrs M Legg  
Mr P Pendle

## Representation

**Claimant:** in person  
**Respondent:** Mr Collyer, consultant

# JUDGMENT

It is the unanimous judgment of the Tribunal that:

1. The complaint of unfair dismissal is not well-founded and does not succeed.
2. The Respondent did not subject the Claimant to any unlawful detriment on the ground that he made protected disclosures.
3. The Respondent failed to make a reasonable adjustment in that it did not offer to reschedule the disciplinary hearing after 6 April 2020.
4. All other claims of failure to make reasonable adjustments do not succeed.
5. The Respondent did not unlawfully harass the Claimant.

**6. The claim for holiday pay is not well-founded and does not succeed.**

**Employment Judge Moor  
Date: 24 January 2022**