



EMPLOYMENT TRIBUNALS

Claimant: Simon Box

Respondent: East Kent Road Car Company Ltd (t/a Stagecoach South East)

Heard at: London South, by CVP

On: 18 November 2024

Before: EJ Rice-Birchall; Ms Effeny; Mr Newlyn

Representation

Claimant: Mr G Box (father)

Respondent: Mr Kediya, counsel

JUDGMENT

1. The complaint of breach of contract/wrongful dismissal in relation to notice pay is not well-founded and is dismissed.
2. The complaint of unfair dismissal is not well-founded. The claimant was not dismissed by the respondent.
3. The complaint of direct disability discrimination is not well-founded and is dismissed.
4. The complaint of unfavourable treatment because of something arising in consequence of disability is not well-founded and is dismissed.
5. The complaint of failure to make reasonable adjustments for disability is not well-founded and is dismissed.

Employment Judge Rice-Birchall

Date: 26 November 2024

JUDGMENT SENT TO THE PARTIES ON
27 November 2024

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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-practice-directions/>