



EMPLOYMENT TRIBUNALS

Claimant: Mr S Hards

Respondent: Masters of Beckenham Limited

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

Heard at: London South Employment Tribunal (by CVP)

On: 22 November 2023

Before: Employment Judge Kelly (sitting alone)

Appearances

For the claimant: Ms P Rai, friend of the claimant

For the respondent: Mr B Cotton, director

JUDGMENT

The judgment of the Employment Tribunal is that:

1. The claimant's claim for breach of contract (notice pay) is dismissed on withdrawal.
2. For reasons given orally, the claimant had a disability under the Equality Act 2013 at the relevant time (January 2022 to 29 April 2024) by reason of the effects of heart attack. This decision is made on the basis of both physical and mental impairments as referred to by the claimant in sections 1 to 9 of his Disability Impact Statement which were all accepted as accurate.

Signed electronically
22 November 2023

Employment Judge Kelly

Signed on: 22 November 2023

Sent to the parties on: 30 November 2023

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For the Tribunal Office:

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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/>