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EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr C Bennett

v

British Telecommunications

Heard at: London Central

On: 4 April 2019

Before: Employment Judge Russell

Members: Mr M Ferry
Ms G Gilman

Representation

For the Claimant: Mrs K Bennett (Mother)

For the Respondent: Mr P Livingston, of Counsel

JUDGMENT

1. The Claimant was not disabled under s.6 Equality Act 2010.
2. The Claimant was dismissed with notice for conduct on the back of two final and live from written warnings.
3. That dismissal was fair under s.98(4) ERA 1996.
4. The Respondent did not submit the Claimant to any unfavourable treatment.
5. The Claimant has no entitlement to paternity pay as this was covered by his notice pay.
6. The Claimant's claims of unfair dismissal, disability discrimination, and paternity pay are dismissed.
7. The Respondent made an unauthorised deduction from pay in respect of the period of 12 June 2018 to 27 June 2018 being the balance of notice pay due to him and is ordered to pay the Claimant such outstanding pay due to 27 July 2018 to the extent still outstanding and provide him with an updated P45.

Employment Judge Russell

Date 5 April 2019

JUDGMENT SENT TO THE PARTIES ON

8 April 2019

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FOR THE TRIBUNAL OFFICE

Note

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.