



EMPLOYMENT TRIBUNALS

Claimant: Mr M Taylor
Respondent: Lidl Great Britain Limited (LIDL)

AT A HEARING

Heard at: Leeds **On:** 2nd, 3rd, 4th, 5th & 9th May 2023
Before: Employment Judge Lancaster
Members: R Hodgkinson
 G Corbett

Representation

Claimant: Miss H Eglington, FRU
Respondent: Mr M Grundy, counsel

JUDGMENT

1. The Claimant was wrongfully dismissed, without notice.
2. The Respondent unreasonably failed to comply with the relevant ACAS code of practice by not informing the Claimant in writing of the outcome of his appeal against dismissal as soon as possible.
3. The Respondent is ordered to pay compensation for breach of contract, including any increase on the award pursuant to section 207A of the Trade Union and Labour Relations (Consolidation) Act 1992, in the agreed sum of £2243.75
4. All other complaints of unfair dismissal (section 94 Employment Rights Act 1996), harassment (section 26 Equality Act 2010), disability-related discrimination (section 15 Equality Act 2010) and failure to make reasonable adjustments (sections 20 and 21 Equality Act 2010) are dismissed.

EMPLOYMENT JU DGE LANCASTER
DATE 9th May 2023