



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr R Penney

**Respondent:** Renault Retail Group Ltd

**Heard at:** Leicester Hearing Centre, 5a New Walk, Leicester, LE1 6TE  
By cloud video platform

**On:** 24, 25, 26 and 27 May 2021

**Before:** Employment Judge Adkinson sitting with  
Mr A Beveridge  
Mr K Libetta

## Appearances

**For the claimant:** In person

**For the respondent:** Mr R Wayman, Counsel

## JUDGMENT

After hearing the evidence and considering the representations of the parties, it is the Tribunal's unanimous conclusion that

1. At the material times, the claimant was not disabled within the meaning of the **Equality Act 2010**. Therefore all claims for direct discrimination because of disability are dismissed;
2. The claimant's claim for constructive unfair dismissal is dismissed;
3. The claimant's claim for breach of contract is dismissed; and
4. The claimant's claim for unauthorised deduction from wages is dismissed.

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Employment Judge Adkinson

Date: 27 May 2021

## 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.

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