

BETWEEN:

KENNETH BALDWIN

Claimant

-AND-

GIBRALTAR BUS COMPANY

Respondent

RULE 21 JUDGMENT

The Claimant filed a Claim Form on 2 February 2026 claiming unfair dismissal, disability discrimination and breach of employment contract and seeking re-engagement and financial compensation (3 months 'pay).

Pursuant to Rule 13 of the Employment Tribunal (Constitution and Procedure) Rules 2016 (**the Rules**), the accepted Claim was sent to the Respondent together with the prescribed Response Form on 5 February 2026.

On the Application of the Respondent, with the consent of the Claimant, a Consent Order was made dated 18 March 2026 which ordered by consent that the time for filing of the Response by the Respondent should be extended to 17 June 2026.

The Respondent did not present the Response by 17 June 2026 or at all, nor did it make any further Application for an extension of time for presenting the Response.

Pursuant to Rule 21, **I FIND THAT** on the available material (the Claim Form, with attached particulars of claim and supporting evidence), I am able to determine the Claim as follows:-

1. The Claimant's claim for breach of employment contract (under the Employment Tribunal (Extension Of Jurisdiction) Order 2016) does not succeed because the Claimant has not pleaded any facts or provided any evidence supporting a claim for breach of employment contract by the Respondent.
2. The Claimant's claim for unfair dismissal is well-founded, under Section 59 of the Employment Act, and succeeds and an Award of compensation shall therefore be made under the Employment Tribunal (Calculation of Compensation) Regulations 2016, further to an Awards case management directions order (which shall accompany this Judgment), any further information which may be requested and any Hearing which may be fixed.
3. The Claimant's claim for disability discrimination is well-founded, under Sections 12 and 15 of the Equal Opportunities Act 2006 (**the EO Act**), and succeeds and an Order for compensation shall therefore be made under Section 70 of the EO Act, further to an Awards case management directions order (which shall accompany this Judgment), any further information which may be requested and any Hearing which may be fixed.

The Respondent shall be entitled to notice of Hearings and Decisions of the Tribunal but, unless and until an extension of time is granted, shall only be entitled to participate in any Hearing to the extent permitted by the Chairperson.

Gabrielle O'Hagan

Chairperson Gabrielle O'Hagan

Date: 8 July 2026