



EMPLOYMENT TRIBUNALS

Claimant: Mr T Newcombe

Respondent: The Commissioner for her Majesty's Revenue & Customs

HELD AT: Liverpool

ON: 20-24 March 2017

BEFORE: Employment Judge T V Ryan
Mr A G Barker
Mr J Murdie

REPRESENTATION:

Claimant: Mr B Allen, PCS Representative

Respondent: Ms C Knowles, Counsel

JUDGMENT

The unanimous judgment of the Tribunal is:

1. That the claimant's claims in respect of events predating 25 March 2015 are out of time but that it would be just and equitable to extend time for the presentation of claims to the date of the actual presentation of the claim by the claimant.
2. The claimant's following claims fail and are dismissed, namely:
 - 2.1 His claim of direct discrimination contrary to section 13 Equality Act 2010 ("EA") in relation to the protected characteristic of disability.
 - 2.2 His claim of discrimination because of something arising in consequence of disability (section 15 EA).
 - 2.3 His claim of indirect discrimination in relation to the protected characteristic of disability (section 19 EA).

- 2.4 His claim that the respondent failed in its statutory duty to make reasonable adjustments (sections 20 and 21 EA).

Employment Judge T V Ryan

Date: 27.03.17

JUDGMENT SENT TO THE PARTIES ON

31 March 2017

FOR THE TRIBUNAL OFFICE