



EMPLOYMENT TRIBUNALS

Claimant: Mr J Lombard

Respondent: Michael Lupton Associates Limited

Heard at: Leeds (by CVP)

Before: Employment Judge Shepherd

Members: Ms R Hodgkinson
Ms S Robinson

On: 6, 7, 8 and 9 December 2021

Representation

Claimant: In person
Respondent: Ms J Whitely (Solicitor Advocate)

JUDGMENT

The unanimous judgment of the Tribunal is that

1. The claim that the claimant was unfairly dismissed pursuant to section 94–98 of the Employment Rights Act 1996 is well founded and succeeds.
2. The claim that the claimant was directly discriminated against by reason of his disability is not well-founded and is dismissed.
3. The claim of discrimination arising from disability is well-founded and succeeds
4. The claim of failure to make reasonable adjustments is well-founded and succeeds.

5. The claim of harassment related to the protected characteristic of disability is not well-founded and is dismissed.

6. The claimant failure to pay the statutory minimum notice pay is well-founded and succeeds.

A further hearing will be listed to deal with remedy.

Employment Judge Shepherd

Date: 9 December 2021

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.

All judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

