



EMPLOYMENT TRIBUNALS

Claimant: Mr A Lawton

Respondent: Crystal Ball Limited

Heard at: Liverpool (by CVP) **On:** 12,13,14,15,16 April and 18 May 2021

Before: Employment Judge Benson
Members Mr J King
Ms S Moores-Gould

Representation

Claimant: Ms A Travers – the claimant's partner

Respondent: Mr J French - Counsel

JUDGMENT

The unanimous judgment of the Tribunal is that:

1. The claimant was dismissed and his claim of constructive unfair dismissal succeeds.
2. The claim of discrimination arising from disability pursuant to section 15 Equality Act 2010 succeeds in part.
3. The claim of a failure to make reasonable adjustments pursuant to sections 20 and 21 Equality Act 2010 succeeds in part.
4. The claim of harassment related to the claimant's disability pursuant to section 26 Equality Act 2010 succeeds in part.
5. The claim of victimisation because of the claimant's disability pursuant to section 27 Equality Act 2010 succeeds in part.

The matter will now be listed for remedy for one day.

Employment Judge Benson
Date 20 May 2021

JUDGMENT SENT TO THE PARTIES ON

25 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.

Public access to employment tribunal decisions

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.