



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr N Kent

v

DHL Services Limited

Heard at: **Birmingham**

On: **8, 9, 10 and 11 January 2024**
17 May 2024

Before: **Employment Judge Kenward**
Dr G Hammersley
Mrs B Higgs

Appearances

For the Claimant: **In person**

For the Respondents: **Mr E Stenson, Counsel**

JUDGMENT

1. The complaint of discrimination arising from disability contrary to Equality Act 2010 section 15 is well-founded and so succeeds.
2. The complaints of direct disability discrimination contrary to Equality Act 2010 section 13 are not well-founded and so are dismissed.
3. The Tribunal orders the Respondent to pay the Claimant compensation for discrimination arising from disability amounting to £7,914.41, comprising of:
(1) an award for injury to feelings in the sum of £7,000.00;
(2) interest on the award for injury to feelings in the sum of £914.41 (calculated at 8% per annum from 28 September 2022 to 17 May 2024).

Employment Judge Kenward

Dated 17 May 2024

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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing.



Case Number: **1309384/2022**

The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here: <https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>