



EMPLOYMENT TRIBUNALS

Claimant: Mr J Ahmed

Respondent: Boots Opticians Professional Services Limited

AT A HEARING

Heard at: Leeds On: 15th, 16th, 17th, 18th, 21st, 22nd & 23rd October 2024

Before: Employment Judge Lancaster

Members: L Fawcett
G Corbett

Representation

Claimant: Mr L Wilson. counsel

Respondents: Mr B Amunwa, counsel

JUDGMENT

1. The claim of a failure to make reasonable adjustments succeeds only to the extent that the Respondent had a provision, criterion or practice of requiring Student Dispensing opticians to fulfil the requirements of the role whilst at the same time undertaking their studies and that, at all material times, this subjected to the Claimant to a substantial disadvantage as set out in the terms of a Posturite report dated 8th June 2023.
2. The claim of harassment in relation to dyslexia succeeds only in relation to the allegation that on 16th December 2022 the Claimant, after a grievance outcome meeting and when he no longer had his companion present, was subjected to unwanted conduct by being required to read and compare two versions of the outcome letter before being returning the one provided at the meeting which he had subsequently been told had been provided in error.
3. All other claims are dismissed.
4. Remedy is adjourned to a 1 day hearing on 11th April 2025.

Note

Reasons for the judgment having been given orally at the hearing, written reasons will further be provided in due course upon an oral request made by the Respondent.

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. 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/>