



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr A Hales

**Respondent:** Idverde Limited

**Heard at:** East London Hearing Centre (in public)

**On:** 2, 3, 4 and 5 July 2024

**Before:** Employment Judge Gordon Walker  
**Members:** Ms W Blake-Ranken  
Mrs S Jeary

## Appearances

For the claimant: Mrs W Hales (his mother)

For the respondent: Mr T Perry (counsel)

# JUDGMENT

1. The claimant's claim of failure to make reasonable adjustments (sections 20-21 Equality Act 2010) is well founded and succeeds.
2. The claimant's claims of direct disability discrimination about the boots and the bin key are well founded and succeed. These claims were presented to the Tribunal within the time limits (section 123 Equality Act 2010).
3. The claimant's other claims of direct disability discrimination are not well founded and are dismissed.
4. The claimant is awarded the total amount of £12,271.18 which is made up as follows:
  - a. Injury to feelings: £10,000
  - b. Interest on injury to feelings: £866.67
  - c. Loss of earnings: £1,292.40
  - d. Interest on loss of earnings: £112.01

**Case Number: 3205087/2022**

**Employment Judge Gordon Walker  
Dated: 5 July 2024**