



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr K Koziel

**Respondent:** Blue Arrow Limited

**HELD AT:** Liverpool

**ON:** 8 and 9 May 2017

**BEFORE:** Employment Judge T V Ryan  
Mr G Pennie  
Mr A Wells

## REPRESENTATION:

**Claimant:** Litigant in person  
Interpreter: Ms Kondej-Mateparae

**Respondent:** Mr D Calvert, Counsel

# JUDGMENT

The unanimous judgment of the Tribunal is:

1. At material time the claimant was not a disabled person in accordance with the definition in section 6 Equality Act 2010.
2. The claimant's claim that the respondent failed to make reasonable adjustments in accordance with a statutory duty imposed by sections 20 and 21 Equality Act 2010 is dismissed.
3. The respondent fairly dismissed the claimant for a reason related to capability by reference to health. The claimant's claim that he was unfairly dismissed is not well-founded, fails and is dismissed.

Employment Judge T V Ryan

Date: 09.05.17

JUDGMENT SENT TO THE PARTIES ON

12 May 2017

FOR THE TRIBUNAL OFFICE