



THE EMPLOYMENT TRIBUNALS

BETWEEN

Claimant
Mr Simon Wood

AND

Respondent
Teleperformance Limited

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

Held at: North Shields

On: 14 August 2017

Before: Employment Judge A M Buchanan

Members: Mr R Greig
Ms L Jackson

Appearances

For the Claimant: In person

For the Respondent: Mr A Gilchrist – Senior Resource and Relations Executive

JUDGMENT

It is the unanimous Judgment of the Tribunal that:

1. The claim of discrimination arising from disability advanced pursuant to section 15 of the Equality Act 2010 (“the 2010 Act”) is well founded and the claimant is entitled to a remedy.
2. The claim of discrimination by reason of a failure to make reasonable adjustments advanced pursuant to sections 20 and 21 and Schedule 8 of the 2010 Act is not well founded and is dismissed.
3. The respondent is ordered to pay to the claimant compensation for unlawful discrimination in the sum of £7016.84. This sum includes interest of £192.17 calculated pursuant to the provisions of the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996.
4. The claim of wrongful dismissal (notice pay) is well founded and the respondent is ordered to pay to the claimant £302.52p.

5. The claim of unlawful deduction from wages in respect of statutory sick pay is not well founded and is dismissed.
6. The claim of unpaid holiday pay is dismissed on withdrawal by the claimant.
7. The claim of victimisation pursuant to section 27 of the 2010 Act is dismissed on withdrawal by the claimant.
8. The total sum payable by the respondent to the claimant is £7319.36 and is payable forthwith.

EMPLOYMENT JUDGE A M BUCHANAN

**JUDGMENT SIGNED BY EMPLOYMENT
JUDGE ON 15 August 2017**

**JUDGMENT SENT TO THE PARTIES ON
17 August 2017**

AND ENTERED IN THE REGISTER

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FOR THE TRIBUNAL

Note: 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.