



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant
Mr S Barnfield

AND

Respondent
Jaguar Land Rover Limited

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

HELD AT Birmingham **ON** 13, 14 and 15 August 2018

EMPLOYMENT JUDGE Dimbylow **MEMBERS** Mr KW Hutchinson
Miss PJ Pinches

Representation

For the claimant: In person

For the respondent: Mr A Rozycki, Counsel

JUDGMENT

The unanimous judgement of the tribunal is that:

1. The tribunal declares that the claimant was a disabled person within the meaning of the Equality Act 2010 ("the EqA") by reason of mental impairment, namely depression and anxiety, during the relevant period, from December 2016 to July 2017.
2. The claim for discrimination arising from disability contrary to section 15 of the EqA is not well-founded, fails and is dismissed.
3. The claim that the respondent failed to make reasonable adjustments contrary to sections 20 to 22 of the EqA is not well-founded, fails and is dismissed.
4. The claimant was fairly dismissed by reason of his conduct; and therefore, his claim for unfair dismissal is not well-founded, fails and is dismissed.

Employment Judge Dimbylow
16 August 2018