



EMPLOYMENT TRIBUNALS

Claimant: Mr E Smith

Respondent: Intelling Limited

Heard at: Manchester **On:** 11 and 12 February 2019

Before: Employment Judge Rice-Birchall
Miss S Howarth
Ms B Hillon

REPRESENTATION:

Claimant: Mrs Smith, Mother

Respondent: Miss L Halsall, Consultant

JUDGMENT

The judgment of the Tribunal is that:

1. The Claimant's claim under section 15 of the Equality Act 2010 fails and is dismissed. The Claimant was not treated unfavourably by the Respondent because of something arising from his disability.
2. The Claimant's claim under sections 20 and 21 of the Equality Act 2010 fails and is dismissed. The Respondent has not failed to comply with its duty to make reasonable adjustments in relation to the Claimant.

Employment Judge Rice-Birchall

Date 11 March 2019

JUDGMENT SENT TO THE PARTIES ON
13 March 2019

FOR THE TRIBUNAL OFFICE

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.

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.