



**EMPLOYMENT TRIBUNALS**

**BETWEEN**

**Claimant**

**Respondent**

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**JUDGMENT OF THE EMPLOYMENT TRIBUNAL**

**HELD AT Manchester on 13, 14, 15, 16 and 17 of May 2019**

**EMPLOYMENT JUDGE** Warren

**Members:**

Mr RW Harrison  
Mrs C Clover

**Representation**

Claimant : in person  
Respondent: Mrs Rule – Mullen Solicitor

**JUDGMENT**

It is the unanimous decision of the Tribunal that:-

1. The claimant was not at the material time a disabled person. The claim of a failure to make an adjustment because he was a disabled person is thus dismissed.
2. The claims of race discrimination are ill founded and are dismissed.
3. The claims of discrimination because of the protected characteristic of religious belief are ill founded and are dismissed.

**ORDER**

4. The Restricted Reporting Order pursuant to section 12 of the Employment Tribunals Act 1996 and Rules 50(1) and 29 of the Employment Rules of procedure 2013 and the Anonymisation order made by Employment Judge Porter on 3 September 2018 are extended sine die.

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Employment Judge Warren

Signed on 17 May 2019

Oral reasons having been given at the Hearing, written reasons may be requested within 14 days

Judgment sent to Parties on

23 May 2019

