



# EMPLOYMENT TRIBUNALS

**SITTING AT:** LONDON SOUTH

**BEFORE:** EMPLOYMENT JUDGE FRANCES SPENCER  
**MEMBERS:** MR C WILBY  
MS Y BATCHELOR

**BETWEEN:** Mr S Lane CLAIMANT  
AND  
SIP Limited RESPONDENT

**ON:** 25-27 June 2018

**Appearances**

**For the Claimant:** Ms I Egan, counsel

**For the Respondent:** Mr H Davis, counsel

## JUDGMENT

The unanimous Judgment of the Tribunal is that:

- (i) At all material times the Claimant was a disabled person by reference to an impairment to his back.
- (ii) The Claimant's claim under section 15 of the Equality Act 2010 (discrimination arising from disability) succeeds in part.
- (iii) The Claimant's claim that the Respondent failed to make reasonable adjustments is not well founded.
- (iv) The Claimant was not unfairly dismissed.
- (v) As to remedy, the parties have agreed the amount of the award should be £7,500. The Respondent is ordered to pay £7,500 to the Claimant.

---

Employment Judge Frances Spencer  
10<sup>th</sup> July 2018

JUDGMENT SENT TO THE PARTIES ON

01<sup>st</sup> August 2018

**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