



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr Andrew Bickers

v

Mears Ltd

Heard at: Watford

On: 2-10 September 2019

Before: Employment Judge Bedeau

Members: Mrs I Sood
Mrs C Baggs

Representation

For the Claimant: Mr S Martins, Legal Executive

For the Respondents: Ms N Owen, Counsel

JUDGMENT

1. The claims of discrimination arising in consequence of disability are not well-founded and are dismissed.
2. The claim of harassment related to disability is not well-founded and is dismissed.
3. The claim of unfair dismissal is well-founded, and the respondent is ordered to pay the claimant the sum of £6,975.10 as compensation for the claimant having been unfairly dismissed.

11 September 2019

Employment Judge Bedeau

Sent to the parties on: 16/9/19

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**Case Number: 3324888/2017
3331200/2018
3304181/2018**

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For the Secretary to the Tribunals

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. The parties should be aware that the written reasons judgment will be published on the website.