



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr T McIntosh

v

London Borough of Islington

Heard at: London Central

On: 5 – 8 November 2019

Before: Employment Judge E Burns
Mrs C I Ihnatowicz
Ms L Jones

Representation

For the Claimant: in person **For the Respondent:** Mr Adjei (counsel)

JUDGMENT

The unanimous judgment of the Employment Tribunal on is as follows:

- (1) The claimant's claim under section 15 of the Equality Act 2010, for discrimination arising from a disability is upheld.
- (2) The claimant's claim under section 19 of the Equality Act 2010, for indirect disability discrimination is upheld.
- (3) The claimant's claim under sections 20 and 21 of the Equality Act 2010, that the respondent failed to make reasonable adjustments is upheld.
- (4) The claimant's claim under section 27 of the Equality Act 2010 for victimisation fails.
- (5) The claimant is awarded an injury to feelings of £6,500
- (6) Interest is awarded and calculated as follows:

Date of discrimination: 9 January 2018

Calculation Date: 8 November 2018

Case Numbers: 2205476/2018 and 2206608/2018

Interest rate: 8%

Number of days: 668 inclusive

Interest = $668/365 \times 0.08 \times \text{£}6,500 = \text{£}951.67$

- (7) The remedy should be paid within 14 days.

Employment Judge E Burns
11 November 2019

Sent to the parties on:
13.11.2019

For the Tribunals Office