



EMPLOYMENT TRIBUNALS

Claimant: Mr Curtis Rigden

Respondent: Gravell's Limited

Heard at: Haverfordwest **On:** 28 and 29 January 2020

Before: Employment Judge R Brace
Members: Mrs J Kiely and Ms S Atkinson

Representation:

Claimant: In person

Respondent: Mr S Swanson

JUDGMENT

1. The claimant was a disabled person at the relevant times.
2. The claim that the respondent discriminated against the claimant because of disability (s.13 Equality Act 2010) is well founded and succeeds.
3. The claim that the respondent discriminated against the claimant by treating him unfavourably because of something arising in consequence of the claimant's disability (s.15 Equality Act 2010) is well-founded and succeeds. The respondent could not show that the treatment was a proportionate means of achieving a legitimate aim.
4. The claims of unauthorized deduction from wages are not well-founded and are dismissed.
5. The respondent shall to pay the claimant the following sums as compensation for the disability discrimination:
 - a. The sum of **£1,842.04** in respect of financial losses (32 days' pay (day being 7.8 hour per day) i.e. 249.6 hours at the rate of £7.38 per hour);

- b. The sum of **£13,000** in respect of injury to feelings;
- c. In the event that the parties fail to reach agreement on the interest amount within 7 days of the date on which this written record is sent to the parties, the sum of **£1,555.73** in respect of interest calculated on £13,000 from 1 August 2018 to 29 January 2020.

Employment Judge R Brace
Dated: 29 January 2020

JUDGMENT SENT TO THE PARTIES ON 30 January 2020

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FOR THE SECRETARY OF EMPLOYMENT TRIBUNALS

NOTE:

This is a written record of the Tribunal's decision. Reasons for this decision were given orally at the hearing. Written reasons are not provided unless (a) a party asks for them at the hearing itself or (b) a party makes a written request for them within 14 days of the date on which this written record is sent to the parties. This information is provided in compliance with Rule 62(3) of the Tribunal's Rules of Procedure 2013.