



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr K Davey

**Respondent:** Lincoln College

**Heard at:** Lincoln

**On:** Monday 9, Wednesday 11 and Thursday 12 March 2020

**Before:** Employment Judge Victoria Butler  
Mrs JM Bonser  
Mr C Goldson

**Representation**

**Claimant:** Ms Lord, Counsel

**Respondent:** Ms Hindmarch, Solicitor

## JUDGMENT

The unanimous decision of the Employment Tribunal is as follows:-

1. The Claimant's claim of discrimination arising from disability is well-founded and succeeds.
2. The Claimant's claim that the Respondent failed to make reasonable adjustments is well-founded and succeeds.
3. The Claimant's claim of direct age discrimination is well-founded and succeeds.
4. The Claimant's claim of harassment relating to age is not well-founded and is dismissed.
5. The Claimant's claim that the Respondent unfairly dismissed him is well-founded and succeeds.

---

Employment Judge Victoria Butler

Date: 20 March 2020

JUDGMENT SENT TO THE PARTIES ON

.....

.....  
FOR THE TRIBUNAL OFFICE

Notes

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.

**Public access to employment tribunal decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.