



EMPLOYMENT TRIBUNALS

Claimant: Mr A Pearson

Respondent: Johnston Care Limited

HELD AT: Middlesbrough

ON: 10-14 February 2020

BEFORE: Employment Judge Aspden
Mr DN Cattell
Mr S Wykes

REPRESENTATION:

Claimant: In person

Respondent: Mr P Sangha

JUDGMENT

The unanimous judgment of the Tribunal is:

1. The Respondent harassed the Claimant, in contravention of the Equality Act 2010, on 22 October 2018, as alleged.
2. The Respondent discriminated against the Claimant by failing to comply with a duty to make reasonable adjustments, in contravention of the Equality Act 2010, between 23 October and 5 November 2018.
3. The Respondent victimised and discriminated against the Claimant in February 2019, in contravention of the Equality Act 2010, by failing to appoint him to the position of senior support worker.
4. The Respondent is ordered to pay to the Claimant the sum of £7,484.81, comprising:

- a. Compensation for injured feelings of £6,000;
 - b. Compensation for financial loss of £979.06;
 - c. Interest in the agreed amount of £505.75, awarded under regulation 2 of the Employment Tribunals (Interest on Awards etc) Regulations 1996.
5. The Claimant's other complaints of harassment and discrimination contrary to the Equality Act 2010 are not made out and are dismissed.

Employment Judge Aspden

Date 21 February 2020

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.