



# EMPLOYMENT TRIBUNALS

**Claimant**  
Mr S Smith

**Respondent**  
v Ocado Central Services Limited

## JUDGMENT OF THE EMPLOYMENT TRIBUNAL AT OPEN PRELIMINARY HEARING

**Heard:** By CVP (Birmingham)

**On:** 1 September 2020

**Before:** Employment Judge Lloyd

### Representation

**For the Claimant:**

Mr J Forrester, Solicitor

**For the Respondent:**

Ms N Owen, Counsel

## JUDGMENT

The tribunal's judgment in the preliminary matter of disability is:

- 1) The claimant is a disabled person under s.6 Equality Act 2010 because of his impairment of Psoriasis. The respondent has conceded that to be the case.
- 2) The said impairment (Psoriasis) has at all relevant times rendered the claimant at a relatively higher risk of common, non-serious infection; namely coughs, common colds and upper respiratory tract infections which the claimant reported as reasons for absence from work at the relevant times.
- 3) The claimant has not proven a causative link between Psoriasis and auto-immune deficiency.
- 4) The claimant has not proven a causative link between Psoriasis, and
  - a) Reynards Phenomenon
  - b) His condition of hypertension (high blood pressure)
  - c) His condition of hypercholesterolemia (high blood cholesterol)
  - d) His symptoms of stress and anxiety
- 5) A short directions order accompanies this judgment

Signed electronically by  
Employment Judge B Lloyd

Signed and Dated: 15 September 2020