



# THE EMPLOYMENT TRIBUNALS

**Claimant:** Mr I Ackers

**Respondent:** EE Limited

**Heard at:** Newcastle Hearing Centre  
**On:** Monday 16<sup>th</sup>, Tuesday 17<sup>th</sup>, Wednesday 18<sup>th</sup> November 2020

**Before:** Employment Judge Speker OBE DL

**Members:** Mr R Dobson  
Mrs D Newey

***Representation:***

**Claimant:** In Person  
**Respondent:** Mr Ben Williams of Counsel

## JUDGMENT

The unanimous judgment of the tribunal is as follows:

1. The claims of indirect disability discrimination, discrimination arising from disability and failure to make reasonable adjustments are not established and the claims are dismissed.
2. The claim of age discrimination is dismissed on withdrawal by the claimant.

**EMPLOYMENT JUDGE SPEKER OBE DL**

**JUDGMENT AUTHORISED BY EMPLOYMENT  
JUDGE ON 10 December 2020**

**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.