



EMPLOYMENT TRIBUNALS

Claimant: Mr M Willis

Respondent: (1) GWB Harthills LLP
(2) Hester Russell
(3) Elizabeth Lord

Heard at: Leeds (in private by telephone)

On: 6 January 2021

Before: Employment Judge Maidment

Representation

Claimant: Mr T Cordery, Counsel

Respondent: Ms A Mayhew, Counsel

JUDGMENT

1. On the basis of admissions made by the respondents in their representative's letter of 24 November 2020 and by consent it is declared that:
 - a. The claimant's complaints of discrimination arising from disability (Section 15 of the Equality Act 2010) are well founded and succeed in respect of
 - i. The claimant's removal from his role as designated member and managing partner of the first respondent
 - ii. The taking of steps to expel him as a member of the first respondent
 - iii. Removing and reinstating the claimant as a person with significant control of the first respondent
 - iv. Removing the claimant from the first respondent's decision making and management processes
 - v. Withholding from him management and accounting

information relating to the first respondent

- vi. Excluding the claimant from a partners meeting in January 2020
 - b. The claimant's complaints of indirect disability discrimination (Section 19 of the Equality Act 2010) are well founded and succeed in respect of the practice of holding partnership meetings at the first respondent's Rotherham office.
 - c. The claimant's complaints of a failure to make reasonable adjustments (Section 20 of the Equality Act 2010) are well founded and succeed in respect of a failure to allow the claimant to work from home, continue with his management roles and/or return to work on a phased basis.
 - d. The second and third respondents are liable for the aforementioned acts of unlawful discrimination as agents of the first respondent which is treated as having done their acts.
2. The claimant's remaining complaints are hereby dismissed upon his withdrawal of them. For the avoidance of doubt, no breach of contract claim was brought by the claimant in these proceedings and the claimant has stated a wish to reserve his right to bring such a complaint.
3. This matter shall proceed to be listed for a remedy hearing and to hear an application by the claimant for his costs in bringing these proceedings.

Employment Judge Maidment

Date 6 January 2021

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