



EMPLOYMENT TRIBUNALS

Claimant: Mr J Grundy

Respondent: Dodd Engineering Ltd

Heard at: Liverpool **On:** 11-14 May 2021

Before: Employment Judge Horne

Members: Ms B Hillon
Mr G Pennie

Representatives

For the claimant: Mr D Tinkler, counsel

For the respondent: Mr M Budworth, counsel

JUDGMENT

The unanimous decision of the tribunal is as follows:

1. The respondent discriminated against the claimant by breaching the duty to make adjustments, specifically by failing to consult the claimant prior to dismissing him for redundancy.
2. The respondent did not otherwise breach the duty to make adjustments.
3. The respondent did not discriminate against the claimant because of anything arising from his disability.
4. The respondent did not discriminate against the claimant because of his disability.

Employment Judge Horne

14 May 2021

SENT TO THE PARTIES ON
20 May 2021

FOR THE TRIBUNAL OFFICE

Notes:

- (1) The hearing code "V" in the heading to this judgment indicates that the hearing took place on a remote video platform. Neither party objected to the format of the hearing.
- (2) Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party makes a request in writing within 14 days of the date when this judgment is sent to the parties.