



EMPLOYMENT TRIBUNALS

Claimant: Mr P Dytkowski

Respondent: Brand FB Ltd

Heard at: Manchester Employment Tribunal

On: 21, 22 and 23 June 2021

Before: Employment Judge Dunlop
Ms J Beards
Mrs J Byrne

Representation

Claimant: In person

Respondent: Mr R Ryan (Counsel)

JUDGMENT

1. The claimant's claim of discrimination arising from disability (s.15 Equality Act 2010) is well-founded. This means it succeeds.
2. The claimant's claim of failure to make reasonable adjustments (s.20-21 Equality Act 2010) is not well-founded. This means it fails.
3. The claimant's claim of unfair dismissal is well-founded. This means it succeeds.
4. The compensation payable to the claimant will be assessed at a Remedy Hearing on a date which will be separately notified to the parties.
5. The compensation awarded in respect of unfair dismissal (basic award and compensatory award) will be reduced by 30% to reflect the claimant's contributory conduct. The same level of reduction will apply to the compensation in respect of the successful discrimination claim.

Employment Judge Dunlop

Date: 24 June 2021

SENT TO THE PARTIES ON

8 July 2021

FOR EMPLOYMENT TRIBUNALS

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.

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Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.