



EMPLOYMENT TRIBUNALS

Claimant: Mr Lessells

Respondent: Department for Work and Pensions

Heard at: Manchester (by CVP)

On: 26, 27, 28, 29 July 2021

Before: Employment Judge Ross
Mr G Pennie
Mrs L Taylor

REPRESENTATION:

Claimant: Ms H Barton, Trade Union Representative

Respondent: Mr S Redpath, Counsel

JUDGMENT

The unanimous judgment of the Employment Tribunal is:

1. The claimant's claims that he was treated unfavourably because of something arising in consequence of disability pursuant to Section 15 Equality Act 2010 in relation to:-
 - (1) His dismissal; and
 - (2) An error in the claimant's diary resulting in the claimant seeing twice as many claimants as other Work Coaches, are not well founded and fail.
2. The claimant's claim for disability related harassment in relation to conduct by Ms Speakman is not well founded and fails.
3. The claimant's claims for failure to make reasonable adjustments in relation to:-
 - (1) A requirement for the claimant to work in the Oldham office;
 - (2) A requirement for the claimant to carry out duties of a Work Coach, including the duties of seeing additional claimants, because of a problem with the double diary booking; and

- (3) Requiring the claimant to work full time 9 to 5 during the period 6 August to 3 September 2018 are not well founded and fail.

Employment Judge Ross
Date 5 August 2021

JUDGMENT SENT TO THE PARTIES ON
6 August 2021

FOR THE TRIBUNAL OFFICE

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.

Public access to employment tribunal decisions

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.