



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M Elahi

**Respondent:** Sky Subscriber Services Ltd

**Heard at:** Leeds      **On:** 2 to 6 August 2021

**Before:** Employment Judge Cox

**Members:** Mr M Brewer  
Mr G Harker

## **Representation:**

**Claimant:** Mr Bronze, counsel

**Respondent:** Ms Heggie, solicitor

## **JUDGMENT**

1. The claims of failure to meet the duty to make reasonable adjustments set out in paragraphs 24.1 and 24.4 of the Grounds of Claim in claim no. 1803064/2020 are dismissed on withdrawal by the Claimant.
2. The claim of direct disability discrimination in claim no. 1806632/2020 is dismissed on withdrawal by the Claimant.
3. The remaining claims under the Equality Act 2010 all fail and are dismissed.
4. The claim of unfair dismissal succeeds.
5. The Respondent shall pay the Claimant £22,735.35 in compensation for that unfair dismissal.

6. For the purposes of the Employment Protection (Recoupment of Benefits) Regulations 1996:

- (i) the monetary award is £22,735.35;
- (ii) the prescribed element is £21,495.24;
- (iii) the dates of the prescribed period are 10 August 2020 to 6 August 2021; and
- (iv) the amount by which the monetary award exceeds the prescribed element is £1,240.11.

Employment Judge Cox

Date: 6 August 2021

Sent to the parties on:

Date: 16 August 2021

Note: Reasons for this Judgment having been given orally at the Hearing, written reasons will be provided only if requested by either party in writing within 14 days of this Judgment being sent to the parties.