



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr O Ayche

**Respondent (1):** Cheers Bro Ltd (t/a Peddler Market)

**Respondent (2):** The Hop Box Ltd (t/a Peddler Market)

**HELD in Sheffield**

**ON: 9 August 2021**

**BEFORE:** Employment Judge Brain

**Members:** Mr D Crowe

Mr K Lannaman

## REPRESENTATION:

**Claimant:** In person

**Respondents:** Mr B Smith, Director

# JUDGMENT

The Judgment of the Employment Tribunal is that:

1. The complaints against the first respondent stand dismissed. The first respondent had no involvement in the matters with which the Tribunal is concerned.
2. At all material times, (that is to say, upon 2 and 3 October 2020) the respondent was a disabled person for the purposes of section 6 of the Equality Act 2010.
3. The following complaints raised against the second respondent fail and stand dismissed:
  - 3.1. Direct discrimination upon the grounds of disability.
  - 3.2. Unfavourable treatment for something arising in consequence of disability.
  - 3.3. Harassment related to disability.

- 3.4. That the second respondent failed to comply with the duty to make reasonable adjustments.

Employment Judge Brain  
Date 9 August 2021

JUDGMENT SENT TO THE PARTIES ON  
Date 1 September 2021

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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