



EMPLOYMENT TRIBUNALS

Claimant

Respondent

**Mr J Kennett**

**V R1) The Automobile Association  
Developments Ltd  
R2) Mr N Foxall**

**Heard at: Birmingham by CVP**

**On: 4-7 May 2021**

**Before: Employment Judge Dean**

**Members : Mrs R Pelter**

**Mr D Falconbridge Appearance:**

**For the Claimant: Mr Jack Duffy counsel**

**For the Respondent: Mr Matthew Curtis**

# JUDGMENT

The Judgment of the Tribunal is that:

1. The Claimant was not dismissed constructively, unfairly or at all by the First Respondent.
2. The Claimant's complaints against the First and Second Respondents of unlawful discrimination because of the protected characteristic of disability in relation to the prohibited conduct of indirect discrimination and a failure to make reasonable adjustments in breach of s19, 20 and 21 of the Equality Act 2010 do not succeed.
3. The Claimant's complaints do not succeed and are dismissed.

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Employment Judge Dean

Date 7 May 2021

JUDGMENT SENT TO THE PARTIES ON  
FOR THE TRIBUNAL OFFICE

