



EMPLOYMENT TRIBUNALS

Claimant: Mr G Georgiou

Respondent: Jordan Andrews Ltd (First Respondent)
Mr J Stavrinou (Second Respondent)
Mr S Stavrinou (Third Respondent)

Heard at: Watford Employment Tribunal (in person)

On: 9 to 13 August 2021

Before: Employment Judge Quill; Ms J Hancock; Ms A Brosnan

Appearances

For the Claimant: Mr O Tahzib, counsel
For the respondent: Mr D Patel, counsel

JUDGMENT

1. There was disability discrimination by the First Respondent within the meaning of section 19 the Equality Act 2010 ("EQA") and the First Respondent contravened section 39(2)(d) EQA by applying the following PCPS
 - a. Requiring employees to be able to fetch and carry products from any location within the factory (including upstairs)
 - b. Requiring employees to use their vehicles during the day which had to parked away from the showroom
2. There was disability discrimination by the First Respondent within the meaning of section 21 EQA and the First Respondent contravened section 39(5) EQA by failing to make the following reasonable adjustments:
 - a. Remove any requirement or expectation that the Claimant fetch and carry items from the mezzanine or first floor
 - b. Allow the Claimant to use the business's local authority parking permit
3. There was harassment related to disability by the First Respondent and the Second Respondent on 1 June 2019 as itemised at 13b the list of issues
4. There was harassment related to disability by the First Respondent and the Third Respondent on 7 June 2019 as itemised at 13d the list of issues
5. The other complaints of indirect discrimination, failure to make adjustments and harassment fail and are dismissed.

6. The complaints of disability discrimination with the meaning of section 15 EQA fail and are dismissed.
7. The complaints of unauthorised deductions and breach of contract fail and are dismissed.
8. The decision on remedy was reserved, after hearing submissions, and the panel will meet – without the parties - on 4 October 2021, and a written decision with reasons will be sent to the parties on or after that date.

Employment Judge Quill

Date: 16 August 2021

JUDGMENT SENT TO THE PARTIES ON

27/8/2021

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FOR THE TRIBUNAL OFFICE

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless 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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