



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr R Urmston

**Respondent:** Network Rail Infrastructure Limited

**HELD AT:** Manchester **ON:** 19, 20, 21 & 22<sup>nd</sup> October 2021

**BEFORE:** Employment Judge Howard  
Ms A Jackson  
Mr C Cunningham

## REPRESENTATION:

**Claimant:** Mr P Wilson, Counsel  
**Respondent:** Ms R Levene, Counsel

# JUDGMENT

The judgment of the Tribunal is that:

The claimant's claim of disability discrimination, being failure to make reasonable adjustments, pursuant to sections 20 and 21 of the Equality Act 2010, succeeds.

The matter shall proceed to remedy as follows:

A case management hearing shall be by telephone at 10.00am on **20<sup>th</sup> January 2022** to identify the issues to be determined and give directions for the hearing.

A hearing to determine remedy in the Manchester Employment Tribunal on **4<sup>th</sup> to 5<sup>th</sup> July 2022**.

Employment Judge Howard  
Date 21<sup>st</sup> October 2021

JUDGMENT SENT TO THE PARTIES ON  
4 November 2021

FOR THE TRIBUNAL OFFICE