



EMPLOYMENT TRIBUNALS

Claimant

Mr Adrian Brown

v

Respondent

Isle of Wight Donkey
Sanctuary ICO

Judgment

Heard at: Southampton

On: 2,3,4,5 August 2021

Before: Employment Judge Rayner
Mrs C Date
Mr P Bompass

Appearances

For the Claimant: In person

For the Respondent: Mr McDevitt, Counsel

Declaration

1. The Claimant was discriminated against for a reason arising from his disability contrary to section 15 Equality Act 2010 in that he was dismissed.
2. The Respondent discriminated against the Claimant contrary to section 20 and 21 Equality Act 2010 in that it failed to make reasonable adjustments for the claimant.
3. The Claimants claim that he was directly discriminated against contrary to section 13 Equality Act 2010 on grounds of disability is dismissed.
4. The Claimants claim of victimisation contrary to section 27 Equality Act 2010 is dismissed.

Compensation

5. The Respondent will pay the claimant the sum of **£31,890.43** as compensation calculated as follows:

Injury to feelings			£15,000.00
Interest on injury to feelings award	8% for each of 2 years and 2 months		£2600
Loss of earnings	From date of termination until end of June 2021	£12398.00	
Loss of pension	£5.79 Pw x 104 weeks	£602.16	
Total loss of earnings	Until end June 2021		£13000,43
Interest on loss of earnings	8% for one year		£1040.00
Loss of statutory rights			£250.00
Total compensation payable			£31,890.43

Employment Judge Rayner
Dated 6 August 2021

Amended Judgment sent to the parties: 17 November 2021

For the Tribunal Office