



EMPLOYMENT TRIBUNALS

Claimant
Mr P Brailey

v

Respondent
Sibelco UK Ltd

Judgment

Heard at: Southampton

On: 29 and 30 November and 1 and 2 December 2021

Before: Employment Judge Rayner

Appearances

For the Claimant: In Person

For the Respondent: Mr A Roberts, counsel

1. The Claimant was discriminated against contrary to section 20 and 21 Equality Act 2010 by the Respondent's failure to make a reasonable adjustment.
2. The Claimant was discriminated against contrary to section 15 Equality Act 2010 for a reason arising from his disability in that he was dismissed by the Respondent.
3. The Claimant was unfairly dismissed.
4. The Claimant is awarded the sum of £38,313.91 (thirty-eight thousand, three hundred and thirteen pounds and ninety-one pence) damages by way of remedy as follows:

| | | |
|--|--|-------------------|
| Basic award | £14,526.00 | |
| Injury to feeling award | £14,000.00 | |
| Interest on injury to feeling award | £980.00 | |
| Loss of earnings | £6922.99 (from date of dismissal until 9 February 2021) £1656.15 (for remaining three weeks in February 2021) | |
| Interest on loss of earnings | £228.77 | |
| | | |
| Total award | | £38,313.91 |

5. The Respondent will pay the claimant the sum of £38,313.91.

Employment Judge Rayner

Dated: 2 December 2021

Judgment sent to parties: 17 December 2021

FOR THE TRIBUNAL OFFICE

Notes

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.