



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Steven Smith

**Respondent:** Leacroft Lodge Ltd (T/A Ashcroft Hollow

**Heard at:** Midlands West

**On:** 23 24 25 26 August  
2021  
27 August 2021  
(in chambers by  
CVP)  
31 January and 16  
February 2022 ( by  
CVP)

**Before:** Employment Judge Woffenden  
**Members:** Ms L Evans  
Mr P Davis

## Representation

Claimant: In Person

Respondent: Ms L Aboagye of Counsel

## JUDGMENT(LIABILITY ONLY)

1The claimant's claim of discrimination for something arising in consequence of disability under section 15 Equality Act 2010 fails and is dismissed.

2The claimant's claim of a failure to make reasonable adjustments under section 20/21 Equality Act 2010 fails and is dismissed.

3The claimant's claim of direct sex discrimination under section 13 Equality Act 2010 fails and is dismissed.

4The claimant's claim of victimisation under section 27 Equality Act 2010 succeeds ( only in relation to the delay in processing and responding to the claimant's Subject Access Request between 9 March 2020 to 20 May 2020).

5The tribunal makes an award of an amount equal to 4 weeks' pay to be paid to the claimant by the respondent under section 38 (2) Employment Act 2002.

6 The parties will be sent a separate case management order setting out steps for any remedy hearing.

Employment Judge Woffenden

Date: 16/02/2022

JUDGMENT SENT TO THE PARTIES ON: 07/03/2022

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.

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