



EMPLOYMENT TRIBUNALS

Claimant: Mr V Reardon

Respondent: Staffordshire County Council

Heard at: Birmingham

On: 23, 24, 25, 26, 27 May 2022

Before: Employment Judge Meichen, Mrs I Fox, Mr D
Faulconbridge

Appearances:

For the claimant: in person

For the respondent: Mr Rogers, solicitor

JUDGMENT

1. The claimant's claims of unfair dismissal, failure to make reasonable adjustments and discrimination arising from disability succeed.
2. The claimant's claim of harassment related to disability fails and is dismissed.
3. The claimant's applications for an uplift for failure to follow the ACAS code and for a preparation time order fail and are dismissed.
4. There was a 35% chance that the claimant would have been fairly dismissed in any event.
5. The claimant failed to mitigate his loss and had he done so he would have obtained equivalent employment within 21 months of dismissal.
6. By consent the respondent is ordered to pay to the claimant the following:
 - a. A basic award of £11255.44.
 - b. Loss of earnings of £23203.24.
 - c. £500 loss of statutory rights.
 - d. £10614.24 for injury to feelings, including interest.

- e. A grand total of £45572.92.
- 7. The recoupment provisions do not apply.

Employment Judge Meichen

27 May 2022

Sent to the parties on:

1 June 2022

For the Tribunal: