



EMPLOYMENT TRIBUNALS

Claimant: Mr N Hanafy

Respondent: Metroline Travel Ltd

Heard at: Watford

On: 28, 29, 30 & 31 June 2022
4 & 6 July 2022
5 July 2022 [panel only]

Before: Employment Judge Maxwell
Mrs L Thompson
Mr S Woodward

Appearances

For the claimant: in person

For the respondent: Miss K Moss, Counsel

JUDGMENT

1. The Claimant's claim of unfair dismissal is not well founded and is dismissed.
2. The Claimant's claim of direct age discrimination because of disability or age is not well founded and is dismissed.
3. The Claimant's claim of discrimination arising from disability is not well founded and is dismissed.
4. The Claimant's claim of indirect disability or age discrimination is not well founded and is dismissed.
5. The Claimant's claim of a failure to make reasonable adjustments is not well-founded and is dismissed.
6. Claimant's claim of harassment related to disability or age is not well-founded and is dismissed.
7. The Claimant's claim of victimisation is not well founded and is dismissed.
8. The Claimant's claim of unlawful deductions is well-founded and succeeds.

**Case Number: 3302862/2018
3307161/2018**

EJ Maxwell

Date: 6 July 2022

JUDGMENT SENT
TO THE PARTIES ON

26 July 2022
FOR THE TRIBUNAL OFFICE