



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr K Grundy

**Respondent:** Loram UK Limited

## JUDGMENT ON RECONSIDERATION

The Claimant's application dated 4 August 2022 for reconsideration of the judgment sent to the parties on 22 July 2022 is refused as it is not in the interests of justice to reconsider the judgment.

### REASONS

1. Rule 70 of the Employment Tribunal's (Constitution and Rules of Procedure) Regulations 2013 provides:

**A Tribunal may, either on its own initiative (which may reflect a request from the Employment Appeal Tribunal) or on the application of a party, reconsider any judgment where it is necessary in the interests of justice to do so ....**

2. Under Rule 71, such an application made by a party must be made in writing within 14 days of the date the written record of the judgment was sent to the parties.

3. The Claimant's application was submitted in time.

4. The Claimant's application for a reconsideration concentrates on two issues. Firstly, he says there were a number of errors of law in the judgment. Secondly, he says I was wrong to dismiss his claim of perceived disability.

5. In relation to alleged errors of law, what the Claimant relies on are not errors of law but he essentially states what the law says and then disputes how I have applied the facts as I found them to the law. Thus he is really disputing my

findings of fact and this is not a ground for reconsidering the judgment.

6. Regarding the perceived disability argument, it is misconceived. This was not a case of perceived disability. The Respondent was aware of the Claimant's dyslexia, it did not perceive him to suffer from it. The Respondent's argument was that the impairment of dyslexia did not satisfy the definition in section 6 of the Equality Act 2010 as it did not have a substantial adverse effect on the Claimant's ability to carry out normal day to day activities.

7. In view of these matters, I do not reconsider the judgment as to do so would not be in the interests of justice.

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Employment Judge **Butler**

Date 11 August 2022  
JUDGMENT SENT TO THE PARTIES ON

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FOR THE TRIBUNAL OFFICE