



EMPLOYMENT TRIBUNALS

Claimant: Mr JB
Respondent: Motor Parts Direct Ltd
On: 8, 9, 10 and 11 August 2022
Before: Employment Judge Ahmed
Members: Dr G Looker
Mr G Edmondson
At: Leicester

Representation

Claimant: In person
Respondent: Mrs Peckham, Solicitor, Citation Ltd

JUDGMENT

The unanimous decision of the Tribunal is that:

1. The claim is amended to add a complaint of harassment based on the protected characteristic of sexual orientation in addition to the existing complaint of direct discrimination.
2. The complaints of direct discrimination by reason of sexual orientation and the complaint of harassment based on the protected characteristic of sexual orientation in relation to the homophobic remarks both succeed. The remainder of the complaints in relation to direct discrimination and harassment are all dismissed.
3. The Claimant was a 'disabled person' within the meaning of section 6 of the Equality Act 2010 by reason of his heart condition.
4. The complaint of discrimination arising from disability under section 15 Equality Act 2010 is dismissed.
5. The complaint of 'ordinary' unfair dismissal which was struck out at the Preliminary Hearing is formally dismissed.

6. The Respondent is ordered to pay to the Claimant damages for injury to feelings in respect of the complaints of direct discrimination by reason of sexual orientation and harassment of £5,000.00 plus interest of £353.68 totalling £5,353.68.
7. The Recoupment Regulations do not apply.

Employment Judge Ahmed

Date: 11 August 2022

JUDGMENT SENT TO THE PARTIES ON

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FOR THE TRIBUNAL OFFICE

Note: Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request is presented by either party within 14 days of the sending of this written record of the decision.

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