



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr K Grant

-v-

Ocado Central Services Limited

FINAL MERITS HEARING

Heard at: **Centre City Tower, Birmingham**

On: **5 - 7 December 2022**

Before: **Employment Judge Perry**

Members: **Mrs K Ahmad & Mr K Palmer**

Appearances

For the Claimant:

in person

For the Respondent:

Mr A Rhodes (Counsel)

JUDGMENT

1. The claimant's complaints were presented out of time. It is just and equitable to extend time.
2. The respondent did not fail to make reasonable adjustments for the claimant. That complaint is dismissed.
3. The respondent discriminated against the claimant because of something arising from his disability and in doing so contravened Part 5 Equality Act 2010. That complaint succeeds.
4. The question of remedy (to include the amount the claimant should be awarded by way of damages, if at all) is adjourned to a date to be set by the Tribunal.
5. The parties are to lodge their **non-availability** to attend a one day in person hearing over the next 6 months within 7 days of receipt of this Judgment. Directions for that remedy hearing will follow.

Employment Judge Perry

Dated: 8 December 2022

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.

The Employment Tribunal is required to maintain a register of all judgments and written reasons. The register must be accessible to the public. Shortly after a copy of all judgments and reasons are sent to the parties a copy will be published, in full, at www.gov.uk/employment-tribunal-decisions. The Employment Tribunal has no power to refuse to place a judgment or reasons on the online register, or to remove a judgment or reasons from the register once they have been placed there. If you consider that these documents should be anonymised in any way prior to publication, you will need to apply to the Employment Tribunal for an order to that effect under Rule 50 of the Employment Tribunal's Rules of Procedure. Such an application would need to be copied to all other parties for comment.