



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr J Hewitt

v

Secretary of State for Justice
(National Offender Management Service)

Heard at: Southampton

On: 1,2 and 3 August 2022

Before: Employment Judge Rayner
Mrs CM Earwaker
Mr P Bompas

Appearances

For the Claimant: In person, with assistance from Miss House , partner
For the Respondent: Mr Bershadski, counsel

JUDGMENT

1. **The Claimant was discriminated against by the Respondent** failing to make the reasonable adjustment of providing him with a mediator (someone to accompany him) for the meetings, contrary to section 20 and 21 of the Equality Act 2010.

Remedy

2. The Claimant is awarded the sum of **£2500.00** for injury to feeling in respect of this claim only.
3. The Claimant's claims that he was discriminated against for a reason arising from his disability contrary to section 15 Equality Act 2010 **is dismissed**
4. The Claimant's claim that he was indirectly discriminated against contrary to section 19 Equality Act 2010 **is dismissed.**



5. The Claimant's claim that he was discriminated by the respondent failing to make a reasonable adjustment of using means other than sniffer dogs to detect drugs, contrary to sections 20 and 21 of the Equality Act 2010 **is dismissed.**

Employment Judge Rayner

Date: 3 August 2022

Amended 22 December 2022

Amended Judgment sent to the parties:
22 December 2022

For the Tribunal

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