



EMPLOYMENT TRIBUNALS

Claimant: Mr J Fox
Respondent: Watermark Plumbing Supplies Limited

Heard at: Leeds Employment Tribunal
Before: Employment Judge Deeley, Mr D Fields and Mr G Harker

On: 16, 17, 18 and 20 January 2023 (in public) and 19 January 2023 (deliberations in chambers)

Representation
Claimant: Mr S Roxborough (Counsel)
Respondent: Ms S Firth (Counsel)

JUDGMENT ON LIABILITY

1. The claimant's claim of constructive unfair dismissal succeeds and is upheld.
2. The claimant's claim of discrimination arising from disability succeeds and is upheld.
3. The claimant's complaint of failure to make reasonable adjustments fails and is dismissed.
4. The claimant's complaint of direct disability discrimination is dismissed upon withdrawal (with the consent of the parties).

NOTES

1. Oral reasons were provided for the liability decision in this claim at the hearing on 20 January 2023.
2. We reserved the remedies decision, having considered the parties' oral and documentary evidence. A separate reserved judgment on remedy will be sent to the parties in due course.

Employment Judge Deeley
25 January 2023