



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr. C. Read

**Respondent:** Fryfresh Edible Oils Ltd.

**HELD AT:** Mold **on:** 4<sup>th</sup> – 5<sup>th</sup> January 2023

**BEFORE:** Employment Judge T. Vincent Ryan  
Ms Y Neves  
Mr C. Stephenson

## REPRESENTATION:

**Claimant:** Litigant in Person

**Respondent:** Ms McIntosh, Consultant

## JUDGMENT

1. The unanimous Liability Judgment of the Tribunal is:

- 1.1. By consent, the claimant is a disabled person in accordance with s.6 Equality Act 2020; the respondent neither knew, or ought reasonably to have known that the claimant was disabled before 8<sup>th</sup> February 2022; it knew of his disability from 8<sup>th</sup> February 2022;
- 1.2. The claimant's claim that his dismissal on 17<sup>th</sup> February 2022 was an act of direct disability discrimination is well-founded and succeeds;
- 1.3. The claimant's claim that his said dismissal was unfavourable treatment arising from disability is well-founded and succeeds;
- 1.4. The claimant's claims that the respondent made unauthorised deductions from his wages and/or breached his contract of employment by failing to pay to him Statutory Sick Pay due to him are dismissed upon withdrawal by the claimant;
- 1.5. The respondent failed to provide the claimant with written particulars of employment.

2. The parties reached a settlement on Remedy as to quantum, in the sum of £10,000, but not on a payment schedule. In the circumstances we were invited to give judgment, by consent, such that the Respondent shall pay to the Claimant the sum of £10,000 in settlement of the Liability Judgment above.

Employment Judge T.V. Ryan

Date: 5 January 2023

JUDGMENT SENT TO THE PARTIES ON 6 January 2023

FOR THE TRIBUNAL OFFICE Mr N Roche

Note

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, and none was made, or a written request is presented by either party within 14 days of the sending of this written record of the decision.