



EMPLOYMENT TRIBUNALS

Claimant: Mr Z Fawell

Respondent: Securitas Security Services (UK) Limited

Heard at: Teesside Justice Centre **On:** 17 - 20 October 2022

Before: Employment Judge Newburn

Members: Mr Dorman-Smith
Mr Gallagher

Representation:

Claimant: In person

Respondent: Ms Broke-Ward (Counsel)

JUDGMENT

The unanimous Judgment of the Employment Tribunal is as follows:

1. The Claimant's complaint of failure to make reasonable adjustments pursuant to sections 20 and 21 of the Equality Act 2010 is dismissed. The claim was presented outside the primary limitation period provided for by section 123 of the Equality Act 2010 and it is not just and equitable to extend the time limit.
2. The Claimant's complaint of discrimination arising from disability pursuant to section 15 of the Equality Act 2010 is not well founded and is dismissed.
3. The Claimant's complaint of unfair dismissal pursuant to section 98 of the Employment Rights Act 1996 is not well founded and is dismissed.

EMPLOYMENT JUDGE NEWBURN

JUDGMENT SIGNED BY EMPLOYMENT
JUDGE ON 20 October 2022

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JUDGMENT SENT TO THE PARTIES ON

.....
AND ENTERED IN THE REGISTER

.....
FOR THE TRIBUNAL

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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 or a written request is presented by either party within 14 days of the sending of this written record of the decision.