



EMPLOYMENT TRIBUNALS

Claimant: Mr N Duke

Respondent: B&M Retail Limited

Heard at: Liverpool(via CVP) **On:** 19-22 December 2022
3-6 April 2023

Before: Employment Judge Ainscough
Mr Q Colborn
Mr D Lancaster

Representation

Claimant: Mr L Bronze (Counsel)

Respondent: Mr S Brochwicz-Lewinski (Counsel)

JUDGMENT

1. The claim of indirect disability discrimination contrary to section 39 of the Equality Act 2010 is unsuccessful and is dismissed.
2. The claim of failure to make reasonable adjustments contrary to section 39 of the Equality Act 2010 is unsuccessful and is dismissed.
3. The claim of unfair dismissal in accordance with section 111 of the Employment Rights Act 1996 is unsuccessful and is dismissed.
4. The claim of victimisation contrary to section 39 of the Equality Act 2010 is unsuccessful and is dismissed.

Employment Judge Ainscough
Date 12 April 2023

JUDGMENT SENT TO THE PARTIES ON
12 April 2023

FOR THE TRIBUNAL OFFICE

Notes

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.