



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr A. Rogers

**Respondent:** Microlise Limited

**Heard at:** Bristol

**On:** 24, 25, 26, 27 and 28 April 2023

**Before:** Employment Judge Le Gry  
Dr C. Hole  
Mr E. Besse

## **Appearances**

For the Claimant: Ms S. Crawshay-Williams (counsel)

For the Respondent: Mr G. Anderson (counsel)

# JUDGMENT ON LIABILITY

1. The unanimous judgment of the Tribunal is that the claims in respect of (1) discrimination arising from disability; (2) discrimination on the basis of a failure to make reasonable adjustments; and (3) unfair dismissal are well founded and succeed.
2. The unanimous judgment of the Tribunal is that the claim for a redundancy payment is not well founded and does not succeed.
3. Remedy is adjourned to a further hearing on **8 September 2023**. By **26 May 2023** the parties are to agree the instructions for any expert it is proposed to rely upon at the remedy hearing, and for those instructions to be sent to that expert. It is anticipated that the Claimant will propose three experts and the Respondent will select one. By **18 August 2023** the parties are to submit all evidence to the Tribunal to be relied on at the remedy hearing in a bundle not exceeding 250 pages, and confirm that they are ready for the final hearing.

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**Employment Judge Le Gry**  
**Date: 28 April 2023**

Judgment sent to the parties on 11 May 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.