



EMPLOYMENT TRIBUNALS

Claimant: Mr Kenneth Badham

Respondent: Jaguar Landrover Limited

UPON APPLICATION made by letter dated **19 December 2022** to reconsider the judgment dated **12 December 2022** under rule 71 of the Employment Tribunals Rules of Procedure 2013, and without a hearing,

JUDGMENT

The judgment is varied as follows:

Paragraph 1 is deleted and replaced with:

1 The claimant was a disabled person within the meaning of section 6 Equality Act 2010 because of the physical impairments of a shoulder problem (from 30 April 2020 only) and irritable bowel syndrome ('IBS').

2 The claim of direct disability discrimination under section 13 Equality Act 2010 is not upheld.

3 The claim of disability discrimination under section 15 Equality Act 2010 is not upheld.

4 The claim of a failure to make reasonable adjustments under sections 20/21 Equality Act 2010 is not upheld.

5 The claim of race discrimination is dismissed following a withdrawal by the claimant.

Employment Judge **Woffenden**

Date: 14th June 2023