



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr A Parhiar

**Respondent:** Vitality Corporate Services Limited

**Heard at:** Manchester (by CVP)

**On:** 28 June 2023

**Before:** Employment Judge Phil Allen (sitting alone)

## REPRESENTATION:

**Claimant:** In person

**Respondent:** Mr J Bryan, counsel

# JUDGMENT

The judgment of the Tribunal is that:

1. The claimant did have a disability at the relevant time as a result of depression.
2. The claimant has not proved that he had a disability at the relevant time as a result of diabetes or hypertension. The parts of his claim for breach of the duty to make reasonable adjustments which relied upon a provision criterion or practice of the respondent's which put him at a disadvantage because of either or both of those conditions (but not depression), are dismissed.

Employment Judge Phil Allen

29 June 2023

JUDGMENT SENT TO THE PARTIES ON  
7 July 2023

FOR THE TRIBUNAL OFFICE

## Notes

Reasons for this 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](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.