



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Stephen Ayalogu

**Respondents:** (1) The Co-Operative Group Limited  
(2) Challenge TRG Recruitment Limited

**Heard at:** East London Hearing Centre (by CVP)

**On:** 16 June 2023 and 24 July 2023

**Before:** Employment Judge F Allen

## Representation

For the claimant: In person  
For the respondents: (1) Paras Gorasia, (Counsel instructed by Analysis Legal)  
(2) Mr Paul Brill (Solicitor in house)

# JUDGMENT

1. The claimant was a disabled person within the meaning of the Equality Act 2010 due to a right shoulder impairment at the material time, namely 20 October 2021 to 4 November 2021.
2. The claimant's claim for unauthorised deduction from wages is dismissed on withdrawal.
3. The claims of direct disability discrimination pursuant to section 13 of the Equality Act 2010 and failure to make reasonable adjustments pursuant to sections 20 & 21 of the Equality Act 2010 will proceed to hearing on 22, 23 and 24 November 2023.

**Employment Judge F Allen**  
**Date 24 July 2023**