



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr D Taylor

**Respondent:** Integrate (Preston and Chorley) Limited

**Heard at:** Manchester

**On:** 21, 22 and 23 August 2023

**Before:** Regional Employment Judge Franey  
Ms AA Roscoe  
Dr H Vahramian

## REPRESENTATION:

**Claimant:** Mr R Jones (Counsel)

**Respondent:** Mr M Ramsbottom (Consultant)

# JUDGMENT

The unanimous judgment of the Tribunal is as follows:

1. The complaint of unfair dismissal is well founded. The claimant was unfairly dismissed.
2. The claimant was not a disabled person in February 2022 by reason of anxiety and depression.
3. The complaint of discrimination arising from disability in relation to the dismissal of the claimant fails and is dismissed.
4. As remedy for unfair dismissal the Tribunal makes a basic award in the sum of **£2,716.25**. No compensatory award is made. The recoupment regulations do not apply.

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Regional Employment Judge Franey

23 August 2023

JUDGMENT SENT TO THE PARTIES ON

6 September 2023

FOR THE TRIBUNAL OFFICE

Notes

1. 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.
2. 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.



## NOTICE

### THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **2405069/2022**

Name of case: **Mr D Taylor** v **Integrate (Preston and Chorley) Ltd**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

**the relevant decision day** in this case is: 6 September 2023

**the calculation day** in this case is: 7 September 2023

**the stipulated rate of interest** is: **8% per annum**.

For the Employment Tribunal Office