



EMPLOYMENT TRIBUNALS

Claimant: Mr M Llanos
Respondent: Fairview Grocers Limited
Heard at: East London Hearing Centre
On: 6th, 7th and 8th September 2023
Before: Employment Judge Yale
Members: Ms A Berry
Mr D Hurrell
Representation
Claimant: In person (with the assistance of Ms Escobar)
Respondent: Mr A Williams (Solicitor)

JUDGMENT

1. The Claimant's claim for unfair dismissal succeeds.
2. The Claimant caused and contributed to be dismissed and the basic and compensatory awards will each be reduced by 60%.
3. The Claimant's claim for direct disability discrimination is dismissed.
4. The Claimant's claim for discrimination arising from a disability is dismissed.
5. The Claimant's claim for harassment related to a disability is dismissed.
6. The Respondent made an unauthorised deduction from the Claimant's wages for unpaid holiday pay.
7. A remedies hearing will be listed to determine compensation if not otherwise resolved between the parties.

Employment Judge Yale
Dated: 5 October 2023