



EMPLOYMENT TRIBUNALS

Claimant: Mr C Orogbu

Respondent: Duncan Lewis Solicitors Limited

Heard at: East London Hearing Centre (in public)

On: 12, 13, 14, 19, 20 September 2023 and 9 October 2023
21 and 22 September 2023 (in chambers)

Before: Employment Judge Gordon Walker
Members: Dr L Rylah
Miss S Harwood

Appearances:

For the claimant: Mr M Maitland Jones (counsel)

For the respondent: Mr C McDevitt (counsel)

JUDGMENT

1. The claim of unfair dismissal (section 94 Employment Rights Act 1996) is well founded.
2. The claim of discrimination arising from disability (section 15 Equality Act 2010) as set out at paragraphs 5.1.1 and 5.1.2 of the list of issues dated 8 June 2022 is well founded.
3. The claim of discrimination arising from disability (section 15 Equality Act 2010) as set out at paragraph 5.1.3 of the list of issues dated 8 June 2022 is not well founded and is dismissed.
4. The claim of failure to make reasonable adjustments (sections 20-21 Equality Act 2010) as set out at paragraphs 6.2.2 and 6.2.3 of the list of issues dated 8 June 2022 is well founded. The Tribunal has jurisdiction to hear these claims as they were presented to the Tribunal in accordance with section 123 Equality Act 2010.

5. The claim of failure to make reasonable adjustments (sections 20-21 Equality Act 2010) as set out at paragraphs 6.2.1 and 6.2.4 of the list of issues dated 8 June 2022 is dismissed upon withdrawal by the claimant.

Employment Judge Gordon Walker
Dated: 9 October 2023