



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr R Panesar  
**Respondent:** Mitie Ltd  
**Heard at:** Watford Employment Tribunal (in public; by video)  
**On:** 6 September 2023  
**Before:** Employment Judge Quill (Sitting Alone)

## Appearances

For the Claimant: In Person  
For the respondent: Mr M Akram, counsel

## JUDGMENT ON PRELIMINARY ISSUES

1. From no later than 21 September 2021, the Claimant's close relative had a disability (within the meaning of section 6 the Equality Act 2010). The impairment in question is diabetes.
2. For the close relative, I am not satisfied that the alleged impairments of Sepsis or Pneumonia met the definition of disability (within the meaning of section 6 the Equality Act 2010) within the period 21 September 2021 to 25 January 2023.
3. I am not satisfied that the Claimant had any impairment which met the definition of disability (within the meaning of section 6 the Equality Act 2010) within the period 21 September 2021 to 25 January 2023.

4. As a result of the decision on the preliminary issues, all complaints alleging disability discrimination within the definitions in section 15 (Discrimination arising from disability) or section 21 (Failure to comply with duty to make reasonable adjustments) of the Equality Act 2010 are dismissed.

## **Employment Judge Quill**

Date: 7 September 2023

JUDGMENT SENT TO THE PARTIES ON

18 October 2023

FOR THE TRIBUNAL OFFICE

### Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless 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**

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