



## EMPLOYMENT TRIBUNALS

### PRELIMINARY HEARING

**Claimant** Mr J van Heerden

**Represented by** Mr D Morris, Solicitor

**Respondent** Crendon Timber Engineering Ltd

**Represented by** Ms A Beech of Counsel

**Employment Judge** Ms A Stewart (sitting alone)

**Held at:** East Region, Bury St Edmunds    **on:** 11 September 2023  
(by CVP)

## JUDGMENT

**1** The Claimant has failed to satisfy the Tribunal that he had a physical impairment which had a substantial and long term effect on his ability to carry out normal day to day activities, within the meaning of section 6 of the Equality Act 2010, at the material time.

**2** Accordingly, his complaint under section 15 of the Equality Act 2010 is not well-founded and fails.

*Full Reasons having been delivered orally in Tribunal, the parties said that they did not require written reasons.*

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**Employment Judge** A Stewart

Date 18 September 2023

Judgment sent to the parties on: 23/10/2023

FOR THE TRIBUNAL OFFICE: N Gotecha