



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr W Cowan

**Respondent:** Bestway Panacea Holdings Limited

**Heard at:** Manchester                      **On:** 20-24, 27,28 November 2023

**Before:** Employment Judge Leach;

## Representation

Claimant: Mr M Todd (counsel)

Respondent: Ms L Quigley (counsel)

# JUDGMENT

1. The claimant has made various complaints under the Equality Act 2010.
2. The complaints of:
  - a. Harassment ( protected characteristic, disability)
  - b. Direct discrimination (protected characteristic, disability)
  - c. Indirect discrimination (protected characteristic, disability)
  - d. Failure to make reasonable adjustments.

do not succeed and are dismissed.

3. The complaint of victimisation ( contrary to section 27 Equality Act 2010) has been withdrawn and is dismissed.

Employment Judge **Leach**  
Date: 28 November 2023

JUDGMENT SENT TO THE PARTIES ON  
30 November 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 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.

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