



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr C Godfrey

**Respondent:** Ensinger Limited

**Heard at:** Cardiff                      **On:** 20, 21, 22, 23, 24, 27 & 28 November 2023

**Before:** Employment Judge S Jenkins  
Mr P Bradney  
Ms J Kaye

## **Representation**

Claimant: Mr D Godfrey  
Respondent: Mr D Green (Counsel)

# JUDGMENT

## **Liability**

1. The Claimant was not unfairly dismissed, and his claim of unfair dismissal, pursuant to section 94 of the Employment Rights Act 1996, therefore fails and is dismissed.
2. The Claimant was not unfavourably treated because of something arising from his disability, and his claim of discrimination arising from disability, pursuant to section 15 of the Equality Act 2010, therefore fails and is dismissed.
3. The Respondent failed to make reasonable adjustments to avoid the disadvantage to which the Claimant was put by provisions, criteria or practices of the Respondent, and the Claimant's claim of failure to make reasonable adjustments, pursuant to section 21 of the Equality Act 2010, therefore succeeds.
4. The Respondent subjected the Claimant to a detriment because he had done a protected act, and his claim of victimisation, pursuant to section 27 of the Equality Act 2010, therefore succeeds.

## **Remedy**

5. The Respondent is ordered to pay the Claimant the following sums:

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- 5.1. £5,000.00 in respect of injury to feelings, together with interest of £707.95, making a total of £5,707.95.
- 5.2. £4,454.77 in respect of other losses, together with interest of £240.19, making a total of £4,694.96.

In total therefore, the Respondent is ordered to pay the Claimant the sum of £10,402.91.

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Employment Judge S Jenkins  
Date: 28 November 2023

JUDGMENT SENT TO THE PARTIES ON 29 November 2023

FOR THE TRIBUNAL OFFICE Mr N Roche

**Notes**

## **Case No – 1601260/2022**

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.

### **Public access to employment tribunal decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

### **Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>