



EMPLOYMENT TRIBUNALS

Claimant: Mr James Mannering

Respondent: DHL Services Limited

Heard at: London South

On: 6, 7, 8, 9 & 10 November 2023

Before: Employment Judge Carney
Mr R Singh
Mr C Mardner

Representation

Claimant: Ms Fadipe (counsel)

Respondent: Mr Dunn (counsel)

JUDGMENT

1. The claimant's claim that the respondent failed to make reasonable adjustments contrary to section 20 of the Equality Act 2010 is not upheld.
2. The claimant's claim of discriminatory constructive dismissal contrary to sections 39(2)(c) and 39(7)(b) of the Equality Act 2010 is not upheld.
3. The claimant's claim of victimisation by the respondent contravening section 27 of the Equality Act 2010 is not upheld.
4. The claimant's claim of constructive unfair dismissal is well-founded and is upheld.

Employment Judge **Carney**

Date: 16 November 2023

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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