



EMPLOYMENT TRIBUNALS

Claimant: Mr L A Sheikh
Respondent: CIS Security Ltd

Heard at: London South Employment Tribunal

On: 27 November 2023 – 30 November 2023

Before: Employment Judge Macey
Mr Mardner
Mr Peart

Representation

Claimant: In person

Respondent: Mr Hussain, Litigation Consultant

JUDGMENT

The unanimous judgment of the Tribunal is that:

1. The claimant's complaint of unauthorised deductions from wages is dismissed upon withdrawal by the claimant.
2. The claimant's complaint of failure to pay accrued annual leave in lieu on termination is dismissed upon withdrawal by the claimant.
3. The claimant's complaint of direct discrimination on the grounds of disability (as described in section 13 of the Equality Act 2010) is not well-founded and is dismissed. This means that the respondent did not contravene section 13 of the Equality Act 2010.
4. The claimant's complaint that contrary to section 21 of the Equality Act 2010, the respondent failed to comply with its duty under section 20 of the Equality Act 2010 is upheld. This means that the respondent failed to make reasonable adjustments.
5. The claimant's complaint that the respondent unlawfully discriminated against him by treating him unfavourably because of something arising in consequence of his disability contrary to section 15 and section 39 of the Equality Act 2010 is upheld. This means that the respondent did subject

the claimant to disability-related discrimination.

6. The claimant's complaint that the respondent victimised him contrary to section 27 and section 39 of the Equality Act 2010 is upheld. This means that the respondent victimised the claimant.
7. The claimant's complaint of unfair dismissal is well-founded. This means that the respondent unfairly dismissed the claimant.

Employment Judge Macey

Date: 1 December 2023