



EMPLOYMENT TRIBUNALS

Claimant: Mr M Lewis

Respondent: Interduct UK Ltd

Heard at: Reading Employment Tribunal (by CVP)

On: 12 January 2024

Before: Employment Judge Wilkinson

Representation

Claimant: in person

Respondent: Mr A MacMillan (counsel)

JUDGMENT

1. The claimant was disabled within the meaning of section 6 of the Equality Act 2010 during the material times as a result of the following diagnoses: (a) schizoaffective bipolar disorder; and (b) episodic amnesia.
2. By agreement the claimant was not disabled within the meaning of section 6 of the Equality Act 2010 during the material times as a result of his diagnosis of Brugada Syndrome and accordingly his claims for disability discrimination are dismissed insofar as they relate to this diagnosis. For the avoidance of doubt this does not affect his claims relating to the diagnoses set out at 1, above.
3. By consent the claimant's claim under the Protection From Harassment Act 1997 is dismissed on the ground that the Employment Tribunal has no jurisdiction to hear such a claim. For the avoidance of doubt this does not affect his claim under section 26 of the Equality Act 2010 which continues.
4. By consent the claimant's claim for notice pay is dismissed on withdrawal by the claimant.
5. By consent and for the avoidance of doubt the claimant's claim for holiday pay is dismissed following withdrawal by the claimant on 30 August 2023 which was confirmed at the hearing today.

6. The remainder of the claimant's claims are listed for a full merits hearing on 7-10 May 2024 (inclusive).

Dated: 12 January 2024

Employment Judge **Wilkinson**
Signed electronically

JUDGMENT SENT TO THE PARTIES ON
31 January 2024

.....
.....
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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at 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/>