



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr D Cox

**Respondent:** DL Insurance Services Limited

**Heard at:** Birmingham (via CVP)      **On:** 22-26 January 2024

**Before:** Employment Judge Edmonds  
Mr S Woodall  
Ms M Stewart

## Representation

**Claimant:** Mr K Aggrey-Orleans, counsel

**Respondent:** Mr S Proffitt, counsel

# JUDGMENT

1. The complaint of unfavourable treatment because of something arising in consequence of disability is well-founded and succeeds in relation to the failure to provide the claimant with a replacement device/tablet between 7 October 2022 and 14 November 2022.
2. The complaint of failure to make reasonable adjustments for disability in relation to a permanent reduction in work volumes is well-founded and succeeds.
3. The remaining complaints of unfavourable treatment because of something arising in consequence of disability are not well-founded and are dismissed.
4. The remaining complaints of failure to make reasonable adjustments for disability are not well-founded and are dismissed.
5. The complaints of harassment related to disability is not well-founded and is dismissed.
6. A separate hearing will be listed to consider remedy. In this regard:
  - a. The claimant must confirm to the respondent by **2 February 2024** whether compensation in respect of personal injury is claimed, and if so on what basis (and whether it is accepted that an application to amend would be required if so);

- b. The parties must each write to the Tribunal by **23 February 2024** to confirm whether a one day listing will in their view be sufficient for remedy and, if not, why not, including details of their dates of unavailability up to the end of October 2024;
- c. The claimant must provide an updated Schedule of Loss to the respondent and the Tribunal by **1 March 2024**;
- d. The respondent must provide a counter Schedule of Loss to the claimant and the Tribunal by **22 March 2024**.

## **Employment Judge Edmonds**

**Date 26 January 2024**

### **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](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/>