



EMPLOYMENT TRIBUNALS

Claimant: Mr D Ford
First Respondent: Ingenica Solutions Ltd
Second Respondent: Mr S O'Callaghan

Heard at: London Central **On:** 22 January to 1 February 2024

Before: Employment Judge Nash
Mr K Ghobti Ravandi
Mr P Alleyne

Representation

Claimant: Mr Murden of counsel
Respondent: Ms Duane of counsel

LIABILITY JUDGMENT

1. The first respondent unfairly dismissed the claimant contrary to s.98 Employment Rights Act 1996 "ERA".
2. The first respondent made unlawful deduction from the claimant's wages contrary to s.13 ERA 1996 in respect of 20 days annual leave and salary from 18 July to 11 November 2022.
3. The respondents discriminated against the claimant contrary to s.15 Equality Act 2010, "EqA".
4. The respondents did not discriminate against the claimant contrary to s.19 EqA.
5. The respondents did not fail to comply the duty to make reasonable adjustments under s. 20/21 EqA.
6. The respondents did not directly discriminate against the claimant because of his disability contrary to s.13 EqA 2010.

7. The first respondent wrongfully dismissed the claimant.

Employment Judge Nash

Date 2 February 2024

JUDGMENT SENT TO THE PARTIES ON

.....9 February 2024.....

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FOR THE TRIBUNAL OFFICE

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