



EMPLOYMENT TRIBUNALS

Claimant: Mr J Goss

Respondent: Parravanis Ice Cream Limited

Heard at: Norwich

On: 15 & 16 January 2024

Before: Employment Judge M Warren

Representation

Claimant: In person

Respondent: Mr B Brooks, Consultant

JUDGMENT

1. The Claimant's claims in breach of contract for notice pay and for holiday pay are dismissed upon having been withdrawn.
2. The Claimant's claim that he was directly discriminated against because of his disability fails.
3. The Claimant's claim that he was discriminated against contrary to the Equality Act 2010, Section 15, (disability related discrimination) and section 20, (duty to make reasonable adjustments) succeed.
4. The Respondent shall pay the Claimant, without deduction, compensation in the sum of **£10,662.89**.

Employment Judge M Warren

Date 16 January 2024

JUDGMENT SENT TO THE PARTIES ON

.7 February 2024.....

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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/>