



EMPLOYMENT TRIBUNALS

Claimant: Mr J Kofkin
Respondent: Warburtons Limited
Heard at: Watford (in public; partly in person and partly remote)
On: 19 to 22 February 2024
Before: Employment Judge Quill;
Ms A Brosnan
Mr N Boustred

Appearances

For the claimant: Mr K Zaman, counsel
For the respondent: Ms I Ferber KC

LIABILITY JUDGMENT

1. The complaint of failure to make reasonable adjustments for the period 15 February 2022 to 22 July 2022 fails and is dismissed.
2. The complaint of failure to make reasonable adjustments prior to 15 February 2022 is out of time and time is not extended.
3. The complaint of indirect discrimination fails and is dismissed.
4. The complaints of victimisation all fail and are dismissed.
5. The complaint that placing the Claimant on Stage 1 of the Attendance Management Procedure was disability discrimination within the definition in section 15 of the Equality Act 2010 succeeds.
6. The complaint of failure to make reasonable adjustments connected to the Stage 1 decision fails and is dismissed.

REMEDY JUDGMENT

7. The Respondent is ordered to pay the Claimant the total sum of £2304.66. This is made up of:
- a. £2000 for injury to feelings
 - b. Interest from 30 March 2022 to 22 February 2024 (695 days) at 8% per annum, being £304.66.

Employment Judge Quill

Date: 23 February 2024

JUDGMENT SENT TO THE PARTIES ON

11 March 2024

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FOR THE TRIBUNAL OFFICE

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