



EMPLOYMENT TRIBUNALS

Claimant: Mr N Wilson

Respondent: Ice Cool Servicing Ltd

Heard at: Reading **On:** 12, 13, 14 February 2024

Before: Employment Judge Shastri-Hurst, Mr L Hoey, Ms A Brown

Representation

Claimant: Mrs C Robinson (lay representative)

Respondent: Ms G Nicholls (counsel)

JUDGMENT

1. The claim of direct disability discrimination fails;
2. The claim of discrimination arising from disability fails;
3. The claim of failure to make reasonable adjustments fails;
4. The claim of harassment in relation to disability fails;
5. The claim of ordinary unfair dismissal fails.

Employment Judge Shastri-Hurst

Date 14 February 2024

JUDGMENT SENT TO THE PARTIES ON
5 March 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.