



EMPLOYMENT TRIBUNALS

Claimant: Mr M Moreira Sousa Smith

Respondent: Khalique Medical Practice Ltd

Heard at: London Central (via CVP)

On: 03 May 2024

Before: Employment Judge S Connolly

Representation

For the claimant: In Person

For the respondent: Mr Zaman

JUDGMENT

The claimant was not a disabled person at the relevant time for the purposes of section 6 of the Equality Act 2010. Therefore, his direct disability claim is dismissed.

Case Management Summary

1. Oral reasons for the decision in relation to disability were given at the hearing so written reasons will not be provided here.
2. The claimant's remaining claims remain listed for a full merits hearing for **5 days commencing on 1 July 2024**. Directions for this hearing are set out in the Case Management Orders of EJ Elliott dated 1 December 2023. The Tribunal made additional orders as follows:
3. By **10 May 2024** the claimant and respondent must send to the other copies of all remaining documents relevant to the issues to be considered at the hearing.
4. At **4pm, on 17 May 2024** the claimant and the respondent must send each other copies of all their witness statements by email.

5. The respondent:

- a. must bring four copies of the hearing file and all the witness statements to the Tribunal for the Tribunal to use by 9:30am on the first day of the hearing; and
- b. least 7 days before the hearing date send a PDF copy of the hearing file and all the witness statements to the Tribunal for the Tribunal to use.

Employment Judge S Connolly

Date 03 May 2024

SENT TO THE PARTIES ON

21 May 2024

.....
.....
FOR THE TRIBUNAL OFFICE