



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M Benham

**Respondent:** Boots Management Services Ltd

**Heard at:** (in public; CVP)                      **On:** 29 April 2024

**Before:** Employment Judge L Brown

## Appearances

For the Claimant: Ms Banham, assisting and representing Mr Banham.

For the Respondent: Ms Nichols, Counsel

## JUDGMENT

The judgment of the Tribunal is:

1. At the relevant times the claimant was not a disabled person as defined by section 6 Equality Act 2010 because of Dyslexia.
2. The claims of unfavourable treatment because of something arising in consequence of disability and/or failure to make reasonable adjustments and/or harassment relating to disability and/or victimisation relating to disability are therefore dismissed.

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Employment Judge Brown  
Date: 29/4/2024

Sent to the parties on:  
12/6/2024

N Gotecha  
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](https://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/>