



EMPLOYMENT TRIBUNALS

Claimant: Mr Delano Reid

Respondent: (1) Bidvest Noonan (UK) Limited
(2) Alexander Thomas - Davis

Heard at: London Central (remote hearing) **On:** 26 April 2024

Before: Employment Judge B Smith (sitting alone)

REPRESENTATION:

Claimant: Did not attend

Respondents: Ms G Rezaie (Counsel)

JUDGMENT

1. At the relevant times the claimant was not a disabled person as defined by section 6 Equality Act 2010 because of the combined effects of anxiety, depression and post-traumatic stress disorder.
2. The claim of direct disability discrimination is therefore dismissed.
3. The claim of failure to make reasonable adjustments is therefore dismissed.
4. In the alternative, the claims of direct disability discrimination and failure to make reasonable adjustments are dismissed under rule 47 because the claimant failed to attend or be represented at the hearing. The Tribunal considered the information available to it after practicable enquiries about the reasons for the claimant's absence.
5. The claim of unfair dismissal is dismissed under Employment Tribunal rule 47 because the claimant failed to attend or be represented at the hearing. The Tribunal considered the information available to it after practicable enquiries about the reasons for the claimant's absence.

Employment Judge Barry Smith
3 June 2024

JUDGMENT & REASONS SENT TO THE PARTIES ON

7 June 2024

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FOR THE TRIBUNAL OFFICE

Note

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 (apart from judgments under rule 52) 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.