



EMPLOYMENT TRIBUNALS

Claimant: Mr O Ayche

Respondent: The Hop Box Limited

HELD in Sheffield

ON: 2 July 2024

BEFORE: Employment Judge Brain

Members: Mr D Crowe
Mr K Lannaman

REPRESENTATION:

Claimant: In person

Respondent: Mr B Smith, Director

JUDGMENT

The Judgment of the Employment Tribunal is that:

1. The claimant's complaint brought pursuant to section 41(4) of the Equality Act 2010 (that the respondent failed to comply with their duty to make reasonable adjustments on 3 and 4 October 2020) succeeds.
2. The respondent shall pay to the claimant the sum of £1,000 by way of compensation for injury to the claimant's feelings because of the breach in paragraph 1.
3. In addition, the respondent shall pay to the claimant the sum of £160 by way of interest upon the award in paragraph 2 pursuant to the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996.
4. The sum of **£1,160** shall be paid by the respondent to the claimant on or before **16 July 2024**.

Employment Judge Brain

Date: 02 July 2024

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 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.

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/>