



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr Michael Hunt

v

Ikea Distribution Services Limited

Heard at: Cambridge

On: 11 – 14 June 2024

Before: Employment Judge L Brown

Members: Ms S Limerick and Mr C Grant

Appearances

For the Claimant: Ms Amesyu, Counsel

For the Respondent: Mr Profitt, Counsel

JUDGMENT

The Judgment of the Tribunal is:

1. By a unanimous decision the Claimant's claim for unfair fails is not well-founded and is dismissed.
2. By a unanimous decision the Claimant's claim for wrongful dismissal is not well-founded and is dismissed.
3. By a unanimous decision the complaint of direct disability discrimination is not well-founded and is dismissed.
4. By a unanimous decision the complaint of unfavourable treatment because of something arising in consequence of disability is not well-founded and is dismissed.
5. By a unanimous decision the complaint of failure to make reasonable adjustments for disability is not well-founded and is dismissed.

Employment Judge L Brown

Date: 14 June 2024

Sent to the parties on: 07/08/2024

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.

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/>