



EMPLOYMENT TRIBUNALS

Claimant: Mr L Thompson
Respondent: Cummins Ltd
Heard at: Newcastle Employment Tribunal (sitting at Teesside Justice Centre)
On: 22nd to 31st July and 1st to 2nd August 2024
Before: Employment Judge Sweeney
Claire Hunter
Pam Wright

Appearances

For the Claimant, In person

For the Respondent, W Miller, counsel

JUDGMENT ON LIABILITY

1. The Claimant's claims in paragraph 2 below are not well-founded and are dismissed.
2. The claims are:
 - 2.1. Direct disability discrimination: section 13 Equality Act 2010
 - 2.2. Discrimination because of something arising in consequence of disability: section 15 Equality Act 2010
 - 2.3. Failure to make reasonable adjustments: sections 20-21 Equality Act 2010.
 - 2.4. Harassment related to disability: section 26 Equality Act 2010.
 - 2.5. Victimisation: section 27 Equality Act 2010.
 - 2.6. Unlawful deduction of wages in respect of November and December 2022: sections 13 and 23 Employment Rights Act 1996
 - 2.7. Unfair dismissal: section 98 Employment Rights Act 1996
3. The complaint of unlawful deduction of wages in respect of August/September 2022 is dismissed on withdrawal.

Employment Judge **Sweeney**

Date: 2 August 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/>