



# EMPLOYMENT TRIBUNALS

**Claimant:** X

**Respondent:** LANES GROUP PLC

**Heard at:** Watford Employment Tribunal (In Public; In Person)

**On:** 29 October to 1 November 2024

**Before:** Employment Judge Quill (Sitting Alone)

## Appearances

For the Claimant: In Person  
For the respondent: Mr J Boyd, counsel

**Intermediary:** Communicourt Ltd

# JUDGMENT

## Summary

The claimant won one of his claims. The Respondent did something wrong when it dismissed him.

For the claim that the claimant won, the respondent has been ordered to pay him £11,746.56.

The claimant did not win any of the other claims.

## Detail

1. The Claimant's allegation that he had Long Covid such that it was an impairment amounting to a disability, at any relevant time, fails and is dismissed.
2. As conceded by the Respondent, the Claimant did have the following disabilities at all relevant times: depression, PTSD, low testosterone.

3. All of the complaints of direct discrimination because of race fail and are dismissed. Those were the factual allegations at 3.1.1, 3.1.2, 3.1.3, 3.1.4, and 3.1.5 of the list of issues. (Page 79 of hearing bundle).
4. All of the complaints of direct discrimination because of disability fail and are dismissed. Those were the factual allegations at 3.1.3, 3.1.4, and 3.1.5 of the list of issues. (Page 79 of hearing bundle).
5. Two of the complaints of disability discrimination, based on the definition of discrimination arising from disability (Equality Act 2010 section 15) fail and are dismissed. Those were alleged unfavourable treatment at 3.1.3, and 3.1.5 of the list of issues. (Page 79 of hearing bundle).
6. The other complaint of disability discrimination, based on the definition of discrimination arising from disability (Equality Act 2010 section 15) is successful. The dismissal on 4 July 2022 was an act of discrimination: unfavourable treatment at 3.1.4 of the list of issues. (Page 79 of hearing bundle).
7. The Respondent is ordered to pay the grand total of £11,746.56 to the Claimant **by 29 November 2024**.
8. The breakdown of that is as follows:
  - 8.1. Injury to feelings £9000
  - 8.2. ACAS uplift of 10%, so £900
  - 8.3. Interest: 851 days at 8% per annum, so £1846.56

**Employment Judge Quill**

Date: 1 November 2024

JUDGMENT SENT TO THE PARTIES ON  
14 November 2024

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FOR THE TRIBUNAL OFFICE

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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.

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