



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr P Wicks

**Respondent:** Transport for London

**Heard at:** London Central      **On:** 25, 26, 27, 28 and 29 November 2024

**Before:** Employment Judge Joffe  
Ms S Aslett  
Mr P Madelin

## Representation

Claimant: Mrs L Mankau, counsel

Respondent: Mr S Liberadzki, counsel

# JUDGMENT

1. The complaint of unfavourable treatment because of something arising in consequence of disability is well-founded and succeeds.
  
2. The following complaints of failure to make reasonable adjustments for disability are well-founded and succeed:
  - a. limiting the claimant's workplace to Heathrow which is open five days a week from Monday to Friday on a trial basis;
  - b. offering the claimant an alternative station-based CSA role at a station he could travel to consistently with his medical restrictions;
  - c. offering the claimant a role split between two of the following:
    - i. a visitor centre role at Piccadilly Circus;
    - ii. a visitor centre role at Heathrow;
    - iii. a station-based CSA role at a station he could travel to.

For any of the combinations which included Heathrow, the reasonable adjustment would be for a trial period, otherwise the reasonable adjustment would be a permanent role.

- d. providing the claimant with a phased return in his new role.

3. The claimant's claim of unfair dismissal is well-founded and is upheld.

Employment Judge Joffe

2 December 2024

Sent to the parties on:

5 December 2024

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For the Tribunal Office:

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