



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr A Lloyd-Penny

**Respondent:** Automobile Association Developments Limited

**Heard at:** Watford Employment Tribunal  
(in public; in person)

**On:** **20 to 22 January 2025**

**Before:** Employment Judge Quill; Mr D Bean; Mr D Sagar

## Appearances

For the Claimant: Mrs A Lloyd-Penny, Family Member

For the Respondent: Ms K Anderson, counsel

# JUDGMENT

1. The dismissal was an act of disability discrimination. The complaints identified at paragraphs 3.5.5 (discrimination within the definition in section 15 of the Equality Act 2010) and 3.13.4 (failure to make reasonable adjustments) of the list of issues succeed.
2. The Respondent breached the duty to make reasonable adjustments by failing to make the adjustment suggested at paragraph 3.13.3 of the list of issues.
3. All the other complaints fail and are dismissed.

**Employment Judge Quill**

Date: 22 January 2025

JUDGMENT SENT TO THE PARTIES ON

23 JANUARY 2025

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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