



EMPLOYMENT TRIBUNALS

Claimant: Mr P Napoleoni

Respondent: Jaguar Land Rover Limited

Heard at: In person at Midlands West Employment Tribunal

On: 27 – 31 January 2025

Before: Employment Judge Platt, Mrs J Malatesta and Mr P Wilkinson

Representation

Claimant: in person

Respondent: Ms L Badham, Counsel

JUDGMENT

1. The complaint of harassment related to disability is not well-founded and is dismissed. At the relevant times the claimant was not a disabled person as defined by section 6 of the Equality Act 2010.
2. The complaint of unfavourable treatment because of something arising in consequence of disability is not well-founded and is dismissed.
3. The complaint of failure to make reasonable adjustments for disability is not well-founded and is dismissed.
4. The complaint of unfair dismissal is not well-founded as is dismissed.

Signed by Employment Judge Platt

Signed on 31 January 2025