



EMPLOYMENT TRIBUNALS

Claimant: Mr P Rogers
Respondent: Huws Gray Limited
Heard at: East London Hearing Centre (by video)
On: 28, 29 and 30 January 2025
Before: Employment Judge Park
Members: Dr J Ukemenam
Mrs J Land

Appearances

Claimant: In person accompanied by Mr A Rogers (son)
Respondent: Mr S Singh Maini-Thompson (counsel)

JUDGMENT

The Judgment of the Tribunal is that:

1. The claimant's claim for unfair dismissal is well founded and succeeds.
2. The claimant's claim for direct age discrimination (s.13 Equality Act 2010) is well founded and succeeds.
3. The claimant's claim for discrimination arising from a disability (s.15 Equality Act) is well founded and succeeds.
4. The claimant's claim for direct disability discrimination does not succeed and is dismissed.
5. A reduction to the compensatory award/compensation for loss of earnings due to discrimination should be made because the claimant's employment would have terminated by 31 October 2023. (under **Polkey v Dayton Services Limited [1988] ICR 142 / Chagger v Abbey National PLC [2010] IRLR 47, CA**).

Employment Judge Park
Dated: 30 January 2025

Public access to employment tribunal decisions

All judgments (apart for judgments under Rule 52) 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.

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.