



EMPLOYMENT TRIBUNALS

Claimant: Mr A Mughal

Respondent: Croner-I Ltd

Heard at: London South, in public, by CVP

On: 29-31 January and 24 & 26 February 2025 in chambers
(Judgment given on the afternoon of 26 February)

Before: Employment Judge Tsamados
Members: Mr M Marena
Mr T Harrington-Roberts

Representation

Claimant: Mr A Pincott, Counsel

Respondent: Mr E McFarlene, Solicitor

JUDGMENT

The unanimous Judgment of the Employment Tribunal is as follows:

- 1) The complaint of discrimination arising from disability is well-founded;
- 2) The complaint of failure to make reasonable adjustments is well-founded;
- 3) The complaint of failure to deal with the flexible working request in a reasonable manner and based on incorrect facts is well-founded;
- 4) The complaint of automatic unfair dismissal for making a flexible working request is not well-founded and is dismissed;
- 5) A remedy hearing will be listed for one day on the first convenient date, subject to the parties informing the Tribunal if they require such a hearing by 9 April 2025.

Employment Judge Tsamados
26 February 2025

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.

Public access to Employment Tribunal Judgments

All judgments and written reasons for the judgments are published online shortly after a copy has been sent to the Claimant(s) and Respondent(s) in a case. They can be found at: www.gov.uk/employment-tribunal-decisions.