



EMPLOYMENT TRIBUNALS

Claimant: Mr R Smith

Respondent: Altrad Babcock Ltd

Heard at Leeds by CVP

On: 26, 27, 28 February 2025

Before

**Employment Judge Davies
Mr D Eales
Mr P Kent**

Appearances

For the Claimant:

Mr N Sharples (Regional Legal Officer GMB)

For the Respondent:

Mr M Dulovic (consultant)

JUDGMENT

1. The Claimant's complaint of unfavourable treatment because of something arising in consequence of disability is well-founded and succeeds.
2. The Claimant's complaint of failure to make reasonable adjustments for disability is not well-founded and is dismissed.
3. The Respondent shall pay the Claimant:

3.1	Compensation for injury to feelings:	£10,000
3.2	Interest on that sum 8% 68 weeks:	£1,045.48
3.3	Compensation for financial losses caused by discriminatory dismissal:	£37,647.58
3.4	Interest on that sum 8% 34 weeks:	£1,967.99

**Employment Judge Davies
3 March 2025**

Sent to the parties on:
03/03/2025

For the Tribunal Office:
03/03/2025

Notes

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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 52) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings.