



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Sean Edgar

**Respondent:** Bennett Restaurants Ltd

**Heard at:** Southampton Employment Tribunal via CVP

**On:** 8 January 2025

**Before:** Employment Judge Hay

## **Representation**

Claimant: in person

Respondent: Mr MacPhail – counsel.

# JUDGMENT

1. The claim of failure to provide reasonable adjustments was in two parts: failure to provide an auxillary aid, namely a stool, and failure to provide an auxillary aid, namely a Roger On hearing device.
2. **The complaint relating to the provision of a stool** was not presented within the applicable time limit. It is not just and equitable to extend the time limit. The claim is therefore dismissed.
3. The complaint relating to the provision of the Roger On hearing device was brought in time and shall proceed.
4. The claim of direct discrimination related to disability or discrimination arising from disability related to two periods: 2018 to 2019, and 2023.
5. The complaint relating to 2018 -2019 was not brought in time and it was not just and equitable to extend time. That part of the claim is therefore dismissed.
6. The complaint relating to 2023 was not brought in time but it is just and equitable to extend time. That part of the claim shall proceed.

*Employment Judge Hay*

---

Date 8 January 2025

JUDGMENT SENT TO THE PARTIES ON  
05 March 2025 By Mr J McCormick

FOR THE TRIBUNAL OFFICE

Reasons for the decision were given at the hearing and will not be provided in writing unless a request is made in writing within 14 days of the receipt of this judgment. Written reasons become a public document and will be published online.