



EMPLOYMENT TRIBUNALS

Claimant

Respondent

v

Mr T Heenan

Ocado Central Services Limited

Heard at: Watford via cloud video platform

On: 5-7 March 2025

Before: Employment Judge French

Mr N Boustred

Ms A Brosnan

Appearances

For the Claimant: In person

For the Respondent: Ms H Platt, Counsel

JUDGMENT

1. The complaint of unfair dismissal is not well-founded and is dismissed.
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 indirect disability discrimination is not well-founded and is dismissed.
4. The complaint of failure to make reasonable adjustments for disability is not well-founded and is dismissed.
5. The complaint of failure to pay notice pay is not well founded and is dismissed.

Approved by:

Employment Judge French

7 March 2025

JUDGMENT SENT TO THE PARTIES
ON 15 March 2025

FOR THE TRIBUNAL OFFICE

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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. 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, and accompanying Guidance, which can be found here: <https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>