



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Callum Crisp

**Respondent:** CKO International Ltd

**Heard at:** Watford Employment Tribunal

**On:** 17, 18, 19, 20 and 21 March 2025

**Before:** Judge Bartlett, Mr Wharton and Mr Boustred

**Representation**

Claimant: in person

Respondent: Ms Andrew

## JUDGMENT

1. The claimant's claims for Direct Disability Discrimination fail.
2. The claimant's claims for Discrimination Arising from Disability fail.
3. The claimant's claims for Indirect Discrimination fail.
4. The claimant's claims for Failure to make Reasonable Adjustments fail.

Approved by:

Employment Judge Bartlett

Date: 21 March 2025

JUDGMENT SENT TO THE PARTIES ON  
11/04/2025

FOR THE TRIBUNAL OFFICE

**Note**

Written reasons will not be provided unless 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 decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.