



Case Number 1303488/2022

1310604/2022

Type V

EMPLOYMENT TRIBUNALS

**BETWEEN
AND**

**Claimant
Mr J Grantkz**

**Respondent
Zzoomm Plc**

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

HELD AT Birmingham **ON** 24 – 28 & 31 March 2025
1 – 3 & 11 April 2025
4 & 7 – 10 April 2025
(Panel Only)

EMPLOYMENT JUDGE GASKELL

**MEMBERS: Mrs S Bannister
Mr S Woodall**

Representation

For the Claimant:

In Person

For the Respondent:

Ms J Laxton (Counsel)

JUDGMENT

The unanimous judgment of the tribunal is:

- 1 The respondent did not, at any time material to this claim, act towards the claimant in contravention of Section 39 of the Equality Act 2010. The claimant's claims of direct race discrimination, direct disability discrimination, discrimination arising from disability, indirect disability discrimination, a failure to make adjustments, and victimisation, pursuant to Section 120 of that Act, are dismissed.
- 2 The respondent did not, at any time material to this claim, act towards the claimant in contravention of Section 40 of the Equality Act 2010. The claimant's claims of racial harassment and of harassment relating to disability, pursuant to Section 120 of that Act, are dismissed.

**Employment Judge Gaskell
Approved on 11 April 2025**