



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr T Akhtar

**Respondent:** Cleartech Communications Limited

**Heard at:** Manchester **On:** 13-14 August 2025

**Before:** Employment Judge Slater  
Mr G Pennie  
Mr P Dobson

## Representation

**Claimant:** In person  
**Respondent:** Mr Todd, counsel

# JUDGMENT

The unanimous judgment of the Tribunal is that:

1. The complaint of discrimination arising from disability is well founded.
2. The complaints of direct disability discrimination and failure to make reasonable adjustments are not well founded.
3. The respondent is ordered to pay the claimant compensation of £5000 plus interest of £608 for injury to feelings for the successful complaint of disability discrimination.

Approved by:

**Employment Judge Slater**

**Date: 14 August 2025**

JUDGMENT SENT TO THE PARTIES ON

26 September 2025

FOR THE TRIBUNAL OFFICE

**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 51) 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 and accompanying Guidance, which can be found here:

[www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/](http://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/)



## NOTICE

### THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **6003271/2024**

Name of case: **T Akhtar** v **Cleartech  
Communications Limited**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

**the relevant decision day** in this case is: 26 September 2025

**the calculation day** in this case is: 27 September 2025

**the stipulated rate of interest** is: 8% per annum.

For the Employment Tribunal Office