



EMPLOYMENT TRIBUNALS

Claimant: Mr N Fortes

Respondent: Desira Group PLC

Heard at: Norwich Employment Tribunal (in public)

On: 22, 23 and 25 September 2025 (25 September 2025 by CVP)

Before: Employment Judge Gordon Walker (sitting alone)

Appearances

For the claimant: represented himself

For the respondent: Mr A Webster, counsel

JUDGMENT

1. The section 39(5) and sections 20-21 Equality Act 2010 claim of failure to make reasonable adjustments to the Bradford factor scale is well founded and succeeds.
2. This claim was presented within the time limit at section 123(1)(b) Equality Act 2010, having regard to section 123(4)(a) Equality Act 2010.
3. All other claims are not well founded and are dismissed, specifically:
 - a. The section 39(5) and sections 20-21 Equality Act 2010 claim of failure to make reasonable adjustments to working days;
 - b. The section 39(2) and section 15 Equality Act 2010 claim of discrimination arising from disability; and

- c. The section 94 Employment Rights Act 1996 claim of constructive unfair dismissal (constructive dismissal being defined at section 95(1)(c) Employment Rights Act 1996).

Approved By:

Employment Judge Gordon Walker

Date 26 September 2025

JUDGMENT SENT TO THE PARTIES ON

15 October 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.

Public access to employment tribunal decisions

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