



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Alexander Jones

**Respondent:** Department for Work and Pensions

**Heard at:** Cardiff

**On:** 28 & 29 October 2025

**Before:** Employment Judge S Jenkins

## Representation

Claimant: In person

Respondent: Ms C Brooke-Ward (Counsel)

# JUDGMENT

## Liability

1. The Claimant's complaint of failure to make reasonable adjustments, pursuant to section 21 of the EqA, is well- founded and succeeds.

## Remedy

2. The Respondent is ordered to pay the Claimant the following sums:
  - 2.1. £5,000.00 in respect of injury to feelings.
  - 2.2. £898.63 gross in respect of financial losses.
  - 2.3. Interest of £392.33 in relation to the injury to feelings award, and of £35.26 in relation to financial losses, making a total amount of interest of £427.59

In total therefore, the Respondent is ordered to pay the Claimant the sum of £5,326.22.

Authorised for issue by  
Employment Judge S Jenkins  
29 October 2025

Sent to the parties on:

19 November 2025

For the Tribunal Office:

Katie Dickson

**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](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

**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/>