



EMPLOYMENT TRIBUNALS

Claimant: A. Norman
Respondent: John Lewis plc
Heard at: Bristol ET, via CVP
On: 18, 19, 20, 21 and 22 May 2026
Before: Employment Judge G. King

Representation

For the Claimant: Mr M. Todd
For the Respondent: Ms G. Nicholls

JUDGMENT

1. The Claimant's claim of unfair dismissal is not well founded and is dismissed.
2. The Claimant's claims of failure to make reasonable adjustments are not well founded and are dismissed.
3. The Claimant's claims of discrimination arising from disability are not well founded are dismissed.

Approved by
Employment Judge G. King
Date: 22 May 2026

JUDGMENT SENT TO THE PARTIES ON
12 June 2026

Jade Lobb
FOR THE TRIBUNAL OFFICE

Notes

Summary reasons for the judgment having been given orally at the hearing, written summary 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 full 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.

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/>