



EMPLOYMENT TRIBUNALS

Claimant: L Cox
Respondent: Newbridge Engineering Limited

HELD AT: Middlesbrough
BEFORE: Employment Judge Aspden
ON: 16-18 June 2026

REPRESENTATION:

Claimant: Mr Cox (claimant's brother)
Respondent: Mr Henry, advocate

JUDGMENT

Disability discrimination

1. The claimant's complaints that the respondent discriminated against him by
 - 1.1. failing to comply with a duty to make reasonable adjustments during his employment; and
 - 1.2. dismissing himare well founded and succeed.
2. **The respondent must pay the claimant £34,926.97** as compensation for discrimination (including interest). This amount is made up as follows:
 - 2.1. Compensation for past financial losses: £17,732.00
 - 2.2. Compensation for future financial loss: £2,600.00.
 - 2.3. Compensation for injury to feelings: £12,000.00 (of which £2,350 is attributable to discrimination during employment and the remainder attributable to the discriminatory dismissal).
 - 2.4. Interest on compensation for past financial losses calculated in accordance with the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996: £1,103.76.
 - 2.5. Interest on compensation for injury to feelings calculated in accordance with the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996: £1,491.21.
 - 2.6.

Employment Judge Aspden

Date 18 June 2026

Notes

Summary reasons for the judgments were given orally at the hearing. Written summary reasons will not be provided unless a party asked for them at the hearing or makes a written request which the Tribunal receives within 14 days of sending this written record of the decision.