



EMPLOYMENT TRIBUNALS

Claimant: Mr Michael Olatunde Morohunmubo

Respondent: Ocado Central Services Ltd

Heard at: London South **On:** 13-17 July 2026

Before: Employment Judge Atkins (sitting alone)

Representation

Claimant: Mr P Ntui, Consultant

Respondent: Mr C Ilangaratne, Counsel

JUDGMENT

The judgment of the Employment Tribunal is as follows:

Notice Pay

1. The complaint of breach of contract in relation to notice pay is not well-founded and so it fails.

Holiday Pay

2. The complaint in respect of holiday pay is not well-founded and so it fails.

Unfair Dismissal

3. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
4. There is a 50% chance that the claimant would have been fairly dismissed in any event.
5. The respondent unreasonably failed to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures 2015 and it is just and equitable to increase the compensatory award payable to the claimant by 10% in accordance with s 207A Trade Union & Labour Relations (Consolidation) Act 1992.

6. The respondent shall pay the claimant the following sums:
 - (a) A basic award of **£2,047.20**.
 - (b) A compensatory award of **£2,076.98**.

Note that these are the actual sums payable to the claimant after any deductions or uplifts have been applied.

Disability Discrimination

7. The complaint of direct discrimination on the grounds of disability, contrary to section 13 of the Equality Act 2010, is not well-founded and so it fails.
8. The complaint of discrimination arising from disability, contrary to section 15 of the Equality Act 2010, is not well-founded and so it fails.
9. The complaint of indirect discrimination on the grounds of disability, contrary to section 19 of the Equality Act 2010, is not well-founded and so it fails.

Reasonable Adjustments

10. The complaint of failure to make reasonable adjustments, contrary to sections 20 and 21 of the Equality Act 2010, is not well-founded and so it fails.

Harassment

11. The complaint of harassment, contrary to section 26 of the Equality Act 2010, is not well-founded and so it fails.

Victimisation

12. The complaint of victimisation, contrary to section 27 of the Equality Act 2010, is not well-founded and so it fails.

Employment Judge Atkins
17 July 2026

Note

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 Judgments

All judgments and written reasons for the judgments are published online shortly after a copy has been sent to the Claimant(s) and Respondent(s) in a case. They can be found at: www.gov.uk/employment-tribunal-decisions.