



EMPLOYMENT TRIBUNALS

Claimant: Mr C Lakey

Respondent: DHL eCommerce Ltd

Heard at Leeds

ON: 7, 8, 9, and 28 July 2026
27 July 2026 (in chambers)

BEFORE: Employment Judge Brain
Mrs K Knapton
Mrs N Arshad-Mather

REPRESENTATION:

Claimant: Mr J Boyd, counsel
Respondent: Mr A Ohringer, counsel

JUDGMENT

Unfair dismissal brought pursuant to the Employment Rights Act 1996

1. The claimant was dismissed because of redundancy.
2. The respondent unfairly dismissed the claimant.
3. Upon the respondent having made a redundancy payment to the claimant, pursuant to section 122(4)(a) there shall be no basic award.
4. Pursuant to section 123(1). It is just and equitable that the respondent shall pay to the claimant a compensatory award in the sum of £2817.87.

Equality Act 2010

5. The complaint of direct disability discrimination brought pursuant to section 13 when read with section 39(2)(c) and (d) fails and stands dismissed.
6. The complaint that the respondent failed to comply with the duty to make reasonable adjustments brought pursuant to sections 20 and 21 when read with section 39(5) succeeds.
7. Pursuant to section 124, the respondent shall compensate the claimant for injury to his feelings in the sum of £5000.00.

8. Pursuant to the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996 the respondent shall pay interest of £666.67 upon the amount awarded in paragraph 7 from 27 November 2024 until the calculation date of 28 July 2026 at the rate of 8% per annum.

Summary

9. The respondent shall pay to the claimant the sums awarded in paragraphs 4, 7, 8 in the total sum of £8,484.54.

Approved by Employment Judge Brain

Date: 28 July 2026.

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Sent to the parties on:

28 July 2026

For the Tribunal:

Kate Foster Jones

Note - 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.

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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/>