



EMPLOYMENT TRIBUNALS

Claimant: Mr D Humphries

Respondent: The Avocado Foundation

RECORD OF A FINAL HEARING

Heard at: Bury St Edmunds (CVP) **On:** 20-21 July 2026

Before: Employment Judge Richard Wood; Ms S Williams; Mr R Allan

Appearances

For the claimant: In Person

For the respondent: Ms Barnett (Chair of the Board of Governors for Respondent)

JUDGMENT

1. The direct disability discrimination claim is not well founded and is dismissed.
2. The disability related discrimination claim is well founded and is allowed.
3. The failure to make reasonable adjustments claim is well founded and is allowed.
4. The unfair dismissal claim is well founded and is allowed.

Approved by:

Richard Wood

21 July 2026

Sent to the parties on:

24 August 2026.....

For the Tribunal Office:

.....