



EMPLOYMENT TRIBUNALS

Claimant: Mr G Silva

Respondent: Next Distribution Limited

Heard at: Leeds **On:** 29-30 June, 1-3 and 6 July 2026

Before: Employment Judge Maidment

Representation

Claimant: In person

Interpreter: Mr M Starr

Respondent: Ms S Tharoo, Counsel

JUDGMENT

1. The claimant's complaint of disability related harassment at allegation 45.8 is well founded and succeeds (comments made to the claimant on 13 October 2024)
2. The claimant's complaint of discrimination arising from disability at allegation 45.9 is well founded and succeeds (the claimant being suspended from work on 23 February 2025).
3. As compensation for injury to feelings in respect of allegations 45.8 and 45.9, the respondent is ordered to pay to the claimant the sum of £4,000 together with an additional sum of £486.15 in respect of interest.
4. The claimant's complaints of direct discrimination and harassment in relation to allegations 45.0 and 45.2, the claim of harassment at allegation 45.6, the claim that the respondent failed to comply with its duty to make reasonable adjustments in failing to refer him to occupational health and to undertake a risk assessment, his complaints of indirect discrimination, victimisation and detriment for making a protected disclosure are hereby dismissed upon the claimant's withdrawal of them.
5. The remaining claims of disability discrimination and harassment fail and are dismissed.
6. The claimant's claim of unfair dismissal fails and is dismissed.
7. The claimant's claim of unauthorised deductions from wages fails and is dismissed.

8. The claimant's claim pursuant to Section 11 of the Employment Rights Act 1996 (statement of written particulars of employment) fails and is dismissed.

Approved by:

Employment Judge Maidment

6 July 2026