



EMPLOYMENT TRIBUNALS

Claimant: Mr C Grattan

Respondent: Ocado Central Services Ltd

Heard at: Birmingham

On: 14, 15, 16, 17 September 2026

Before: Employment Judge Meichen

Appearances

For the claimant: in person

For the respondent: Ms Sikri, counsel

JUDGMENT

1. The respondent did not fail to make reasonable adjustments for the claimant in relation to the following PCP:
 - 1.1 The respondent operated an attendance management procedure which identified triggers for formal action (known as stages under the procedure).
2. The claimant is awarded the following remedy in respect of the reasonable adjustments complaints which succeeded by way of my judgment dated 16 March 2026:
 - 2.1 Compensation for financial loss in the agreed sum of £1750.
 - 2.2 Compensation for injury to feelings of £17500.
 - 2.3 Interest on the injury to feelings award of £3962.19 (date of discrimination: 19.11.23, date of calculation: 17.9.26, interest at 8% between those dates).
 - 2.4 Interest on the financial loss award of £198.68 (mid point between date of discrimination and date of calculation: 18.4.25, date of calculation: 17.9.26, interest at 8% between those dates).
 - 2.5 A total award of compensation of £23410.87 (1750 + 17500 + 3962.19 + 198.68).
3. The Tribunal makes the following recommendations pursuant to section 124(3) Equality Act 2010. The tribunal expects these recommendations to be carried out as soon as possible and by no later than 17 March 2027:
 - 3.1 The respondent should appoint one manager and one HR adviser to deal with the claimant's absence and consider reasonable adjustments.

- 3.2 The manager and HR adviser should have training on (a) autism and (b) reasonable adjustments.
- 3.3 The claimant should be referred to occupational health to consider any further adjustments.
- 3.4 A meeting should take place between the claimant and the appointed manager and HR adviser to discuss adjustments in light of the OH report.
- 3.5 Within 7 days of the meeting the appointed manager should write to the claimant with his/her decision on any proposed adjustments.
- 3.6 The appointed manager should cascade down their decision on any agreed adjustments to ensure they are complied with.

Employment Judge Meichen
Approved on 18.9.26

Full reasons for the judgment having been given orally at the hearing, further written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.