



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr P White

**Respondent:** Polyflor Limited

**HELD AT:** Manchester

**ON:** 6, 7, 8 March 2017  
(AM Only)  
9 March 2017  
(In Chambers)  
10 March 2017

**BEFORE:** Employment Judge Ross  
Mrs P A Corless  
Dr H Vahramian

## REPRESENTATION:

**Claimant:** Mr Norman, Counsel  
**Respondent:** Ms L Quigley, Counsel

# JUDGMENT

The unanimous judgment of the Tribunal is that:

1. The claimant was a disabled person within the meaning of the Equality Act 2010 by reason of an impairment of left Lateral Elbow Epicondylitis between 24th May 2014 and 1st December 2015. The respondent had constructive knowledge of his disability by 9th November 2015.

2. The claimant's claim that he was unfavourably treated pursuant to Section 15 of the Equality Act 2010, that he was indirectly discriminated against pursuant to Section 19 of the Equality Act 2010 and that the respondent failed to make reasonable adjustments pursuant to Section 20 of the Equality Act 2010 are not well founded and do not succeed.

3. The claimant's claim for unfair dismissal pursuant to Sections 95 and 98 of the Employment Rights Act 1996 is not well founded and does not succeed.

Employment Judge Ross

Date 10 March 2017

JUDGMENT SENT TO THE PARTIES ON

15 March 2017

FOR THE TRIBUNAL OFFICE

Note

Reasons for the judgment having been given orally at the hearing, written reasons will be provided in due course as a request was made the claimant's representative at the hearing.