



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr A Foster

v

Site Vision Surveys Limited

Heard at: **Birmingham**

On: **17, 18, 19, 20 and 21 June 2024**

Before: **Employment Judge Kenward
Mr R Virdee
Ms L Wilkinson**

Appearances

For the Claimant: **In person**
For the Respondent **Mr G Ridgeway, Advocate**

JUDGMENT

1. The complaints of direct disability discrimination contrary to Equality Act 2010 section 13 are not well-founded and are dismissed.
2. The complaints of discrimination arising from disability contrary to Equality Act 2010 section 15 are not well-founded and are dismissed.
3. The complaint of breaches of the duty to make reasonable adjustments victimisation contrary to Equality Act 2010 sections 20 and 21 are not well-founded and are dismissed.
4. The complaint of harassment (related to disability) contrary to Equality Act 2010 sections 26 is not well-founded and is dismissed.

Signed by: Employment Judge Kenward

Signed on: 21 June 2024

Notes

Reasons for the judgment having been given orally at the hearing, written 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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

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/>