



EMPLOYMENT TRIBUNALS

Claimant: Mr M A Russell

Respondent: John Lewis PLC

Heard at: Leeds **On:** 3 – 6 December 2024

Before:
Employment Judge Wade
Mr D Wilks
Mr K Smith

Representation

Claimant: Mr M Mensah, counsel
Respondent: Ms G Holden, counsel

The unanimous judgment of the Tribunal is:

JUDGMENT

- 1 The claimant's allegations of a failure to make reasonable adjustments are decided as follows:
3.5.1 and 3.5.2 are dismissed;
3.5.3, 3.5.4 and 3.5.5 succeed.
- 2 The claimant's complaints of Section 15 disability discrimination are decided as follows:
2.1.1 is dismissed – the Tribunal does not extend time to determine this complaint;
2.1.2 and 2.1.3 succeed.
- 3 The Tribunal makes the following awards arising from the contraventions above:
Injury to feelings: £10, 500
Interest: £1203.46
Total: £ 11, 703.46
- 4 The recoupment regulations do not apply to these Awards.

Date 6 December 2024

Employment Judge JM Wade

NB: 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. Requests for written reasons **must be copied to all parties and received by the Tribunal no later than 14 days from the date this decision is sent to the parties.**