



THE EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

Respondent

Mr David Chapman

Nissan Motor Manufacturing (UK) Limited

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

Held at: North Shields

On: 5-7 February 2018

Before: Employment Judge A M Buchanan

Members: Ms L Georgeson
Mr S Carter

Appearances

For the Claimants: In person

For the Respondent: Ms S Brewis of Counsel

JUDGMENT ON LIABILITY AND REMEDY

It is the unanimous judgment of the Tribunal that:-

1. The claim of disability discrimination by reason of failure to make reasonable adjustments advanced pursuant to sections 20/21 and Schedule 8 of the Equality Act 2010 ("the 2010 Act") is well founded and the claimant is entitled to a remedy.
2. The claim of discrimination arising from disability advanced pursuant to section 15 of the 2010 Act is well-founded and the claimant is entitled to a remedy.
3. The claim of unfair dismissal advanced pursuant to sections 94/98 of the Employment Rights Act 1996 ("the 1996 Act") is well-founded and the claimant is entitled to a remedy.
4. The respondent is ordered to pay to the claimant the sum of £6175.48 compensation for disability discrimination pursuant to section 124 of the 2010 Act.

5. The respondent is ordered to pay to the claimant the sum of £1729.40 compensation for unfair dismissal pursuant to section 118 of the 1996 Act.
6. The total sum due from the respondent to the claimant of £7904.88 is payable by the respondent forthwith.
7. The Employment Protection (Recoupment of Benefits) Regulations 1996 do not apply to this award.
8. The claims in respect unauthorised deduction from wages and in respect of a reference in relation to itemised pay slips are dismissed on withdrawal by the claimant.

EMPLOYMENT JUDGE A M BUCHANAN

**JUDGMENT SIGNED BY EMPLOYMENT
JUDGE ON 7 February 2018**

NOTE:

Reasons for the judgment having been given orally at the hearing, written reasons will not be given unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of this written record of the decision.